

**MIKE MONRONEY AERONAUTICAL CENTER
COST PLUS AWARD FEE GUIDE**

1. PURPOSE

This cost plus award fee (CPAF) guide is published to indicate the CPAF process. It should serve as an aid to Performance Evaluation Boards and other evaluators who are intimately involved in the monitoring and reporting process. Specifically, this guide will serve the following purposes:

- a. It provides a consistent approach to the evaluation of CPAF support contracts at the Mike Monroney Aeronautical Center (MMAC).
- b. It provides guidance for the negotiation of award fee provisions in CPAF contracts.
- c. It will save time in the establishment of evaluation criteria by the Performance Evaluation Board and in developing procedures and organization.
- d. It can serve as a Performance Evaluation Plan.
- e. It can serve as a source document for process information within the Government as well as to the general public.

2. ORGANIZATION

An organizational structure will be established for the evaluation of each CPAF contractor's performance. It will include a Performance Evaluation Board (PEB), a Fee Determination Official (FDO), a Responsible Official, a Contracting Officer, Business and Technical Evaluation Coordinators, and Monitors. Functions are detailed hereinafter.

3. EVALUATION CONCEPT

- a. The evaluation process contemplates: (1) Informal periodic evaluations and discussions with the contractor at the Business and Technical Evaluation Coordinator level; (2) periodic (usually monthly) summaries with representatives of the Corporate Office; and (3) periodic (quarterly or semiannually) formal evaluations and award fee recommendations by the PEB.
- b. Each contract will be evaluated in four major areas: (1) Performance of Work; (2) Project Management; (3) Business Management; and (4) Cost Control. Enclosure one is a list of suggested evaluation criteria. This list is not binding on PEBs; it provides a baseline, or point of departure, for the establishment of criteria which should be defined by each PEB in terms applicable to the pertinent contract.

- c. Performance Evaluation Boards will assign weight to the three major areas. Performance will be evaluated as indicated in Table 1. A performance adjective grade of "good" corresponds to what is normally expected of a contractor. It is the "standard" from which other grades originate. Other grades correspond to deviations from the standard in the directions of either better or worse performance.
- d. Most criteria by their nature, must be evaluated subjectively (by specific adjective rating). However, the four criteria applying to "Performance of Work" (i.e., timeliness, quality, manpower utilization, and materials utilization) and "Cost Control" lend themselves to objective (quantitative) evaluation through formulas.
- e. Business and Technical Evaluation Coordinators will be responsible for the administration of the business and technical aspects of evaluation. They will collect and compile data from monitors in their respective areas and transform it into formats suitable for periodic discussions with the contractor and periodic reports and presentations to the PEB.
- f. The PEB will consider material presented and reported by evaluation coordinators. It will make such adjustments as it deems appropriate and recommend an award fee to the FDO who will make the formal award.

4. GRADING AND SCORING METHODS

- a. The purpose of any grading or scoring method is to translate evaluation findings into recommended award fee amounts or ranges. While these methods provide a basis for the development of award fee recommendations, they do not substitute for judgment in the award fee determination process; a process that cannot be reduced to any mathematical formula or quantifying device. Grading and scoring methods are intended only to help the FDO in deciding the magnitude of award fee earned; they are evaluation aids, not ends in themselves. Some general considerations in the development of a grading and scoring methodology are as follows:
 - (1) Keep it as clear and simple as possible. In particular, avoid the kind of unnecessary complexity that can result from a force fitting of specially tailored evaluation factors to a "standard" grading table or scoring formula.
 - (2) Maximum fee should be attainable by the contractor. To be a credible and effective motivator, an award fee contract should provide the contractor with a reasonable opportunity to earn the maximum award fee available. A reasonable opportunity generally does not mean absolute perfection in all possible performance areas.
 - (3) At the same time, performance normally should not be rewarded if judged at or below the level anticipated in the establishment of the base fee amount.

- b. A grading table is a quantifying device for assigning numerical grades to various levels of performance. An award fee conversion chart also is a quantifying device, designed to convert numerical grades to percentages of available award fee. Table 1 is an example of a grading table. Table 2 is an example of a related award fee conversion chart.

5. SUGGESTED PROCEDURE

- a. The PEB will -
- (1) Assign relative importance weights to "Performance of Work," "Project Management," and "Business Management." These weights, should be classified "Sensitive" and should not be divulged to the contractor.
 - (2) Request Coordinators, working with Monitors, to prepare evaluation plans. Each Coordinator and Monitor should use a total of 100 points as illustrated in Table 1.
 - (3) The PEB should encourage the use of meaningful quantitative evaluation techniques such as charts, formulas, and statistical samplings.
- b. The Contracting Officer and Business Evaluation Coordinator will -
- (1) Prepare a business evaluation plan in which the evaluation factors should be defined.
 - (2) Assign weights to subdivisions of Business Management. These weights are subject to the review and approval of the PEB.
- c. The Responsible Official and Technical Evaluation Coordinator will -
- (1) Prepare a technical evaluation plan in which subdivision of "Performance of Work and "Project Management" are defined.
 - (2) Assign weights to subdivisions of the technical areas. These weights are subject to the review and approval of the PEB.
- d. The PEB will -
- (1) Review the technical evaluation plan, the business evaluation plan, and the proposed weight assignments to subdivisions of the major evaluation factors.
 - (2) Issue the Performance Evaluation Plan. This plan will include the technical evaluation and business evaluation segments supplemented by operating procedures of the PEB.
 - (3) Notify the contractor, through the Contracting Officer, of the evaluation criteria to be used by the PEB. Relative weights of the evaluation factors should not be revealed to the contractor.

e. Monitors will -

- (1) Prepare periodic reports (see Enclosure 2 for a suggested format) showing for each assigned criteria, an "adjective rating" and "remarks" indicating strong or weak points in performance.
- (2) Prepare similar reports periodically (as indicated by the PEB e.g., quarterly or semiannually) covering the evaluation period in question.
- (3) Submit reports to the Evaluation Coordinators.

f. Evaluation Coordinators will -

- (1) Receive Monitor's reports.
- (2) Compile data into work sheets. Table 1 "Grading Table" will be an aid in computations.
- (3) Periodically discuss progress with the contractor (as directed by the PEB) indicating the evaluation, including strong and weak points.
- (4) Prepare and submit (as directed by the PEB) periodic presentations and written reports to the PEB for its use in formally evaluating the contractor's performance and recommending award fees to the FDO.

g. The PEB will -

- (1) Consider the reports and presentations submitted by the Evaluation Coordinators.
- (2) At the PEB's discretion, invite the contractor to present a brief performance self-analysis to the PEB for consideration.
- (3) Make such adjustments to the Coordinator's findings as are deemed appropriate.
- (4) Notify the contractor of the PEB's evaluation and of a time at which the PEB will consider additional material, if any, to be submitted by the contractor.
- (5) Consider such additional material as may be submitted by the contractor.
- (6) Compute the award fee to be recommended.
- (7) Prepare an award fee "Findings and Determination" for the signature of the FDO (See Enclosure 3 for a format).
- (8) Submit (by Chairperson) the Findings and Determination to the FDO.

h. The FDO will -

Accept or modify and execute the award fee Findings and Determination.

i. The PEB will -

- (1) Transmit the award fee Findings and Determination to the Contracting Officer for distribution and appropriate contractual action.
- (2) Transmit all official records of its proceedings, including Evaluation Coordinator Reports, to the Contracting Officer for storage on final completion of the contract.

j. The Contracting Officer will -

- (1) Take appropriate contractual action.
- (2) Transmit a notice of fee award to the contractor.
- (3) Distribute award information to other interested organizational elements.
- (4) Store official records of the PEB's proceedings after final contract completion.

k. Improvements in communication have resulted from the day-to-day monitoring and the periodic evaluations at the various levels. Enclosure 4 depicts the various formal channels open for such communication.

TABLE 1

GRADING TABLE

Adjective Performance Grade	Description	Range of Performance Points
Superior	The contractor's performance exceeds standard. by a substantial margin. The monitor can cite few areas for improvement, all of which are minor.	96 - 100
Excellent	The contractor's performance exceeds standard. Although there may be several areas for improvement, these are more than offset by better performance in other areas.	86 - 95
Good	The contractor's performance is standard. Areas for improvement are approximately offset by better performance in other areas.	76 - 85
Fair	The contractor's performance is less than standard. Although there are areas of good-or-better performance, these are more than offset by lower rated performance in other areas.	66 - 75
Poor	The contractor's performance is less than standard by a substantial margin. The monitor can cite many areas for improvement which are not offset by better performance in other areas. Less satisfactory performance would be unacceptable.	60 - 65
Unsatis- factory*	The contractor's performance is below minimum acceptable standards. Results are inadequate and requires prompt remedial action. Significant deficiencies.	Below 60

*Any factor/subfactor receiving a grade of unsatisfactory will be assigned zero performance points for purposes of calculating the award fee amount.

TABLE 2

AWARD FEE CONVERSION CHART

This chart is for use in converting weighted performance points into percentage of the available award fee pool.

<u>Weighted Performance Points</u>		<u>Percentage of Available Award Fee</u>
	100	100.0 Percent
	99	100.0
Superior	98	100.0
	97	100.0
	96	100.0
	95	97.5
	94	95.0
	93	92.5
Excellent	92	90.0
	91	87.5
	90	85.0
	89	82.5
	88	80.0
	87	77.5
	86	75.0
	85	72.5
	84	70.0
	83	67.5
Good	82	65.0
	81	62.5
	80	60.0
	79	57.5
	78	55.0
	77	52.5
	76	50.0
	75	47.5
	74	45.0
	73	42.5
Fair	72	40.0
	71	37.5
	70	35.0
	69	32.5
	68	30.0
	67	27.5
	66	25.0
	65	22.5
	64	20.0
	63	17.5
Poor	62	15.0
	61	12.5
	60	10.0
Unsatisfactory	Below 59	0.0

EVALUATION CRITERIA

1. PERFORMANCE OF WORK

- a. Timeliness/Responsiveness
- b. Quality of Work produced
- c. Manpower utilization
- d. Materials utilization

2. PROJECT MANAGEMENT

- a. Management performance
- b. Staffing
- c. Subcontractor utilization and management

3. BUSINESS MANAGEMENT

- a. Business operations
 - (1) Overall management
 - (2) Property control
 - (3) Reports and procedures
 - (4) Contract compliance
 - (5) Security
- b. Procurement
 - (1) Purchasing and subcontracting
 - (2) Acquisition Preference Program
- c. Personnel
 - (1) Personnel administration
 - (2) Labor relations
 - (3) Equal employment opportunity

4. COST CONTROL

The contractor's control of cost is important and will be evaluated and reported to the Performance Evaluation Board. Rating in this area will not be assigned relative importance weights as in the other three areas but will cause an adjustment (increase and decrease) in the rating derived from the other areas.

CPAF SUPPORT CONTRACT
MONITOR'S REPORT

Contract: _____ Monitor's Name: _____

Date: _____

CRITERIA	WEIGHT	ADJECTIVE GRADE	REMARKS
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DEPARTMENT OF TRANSPORTATION
FEDERAL AVIATION ADMINISTRATION
MIKE MONRONEY AERONAUTICAL CENTER

AWARD FEE FINDINGS AND DETERMINATION

FINDINGS

Contract (state contract number) with (state name of contractor) is a cost-plus-award-fee (CPAF) type contract for (describe services performed). The contract established the maximum (state evaluation period) award fee of \$(state maximum available fee for the period).

Evaluation of the contractor's performance for the period (state start date) through (state ending date) has been completed and forwarded to the Performance Evaluation Board for review. Using the CPAF guide established in the contract, the Business and Technical Evaluation Coordinators have recommended a grade of (state adjective grade with corresponding numeral) and an award fee in the amount of \$(enter recommended amount).

The Performance Evaluation Board has reviewed the evaluation submitted by the Business and Technical Evaluation Coordinators and recommends an award fee in the amount of \$ _____ to be awarded the contractor for the period stated above.

Chairperson, Performance Evaluation Board

Date

DETERMINATION

Based on the above findings, I hereby determine the contractor is entitled to an award fee in the amount of \$ _____ for the stated period.

Fee Determination Official

Date

ATTACHMENT 2
PAGE NO. 10 OF 10

H.15 REQUIREMENT FOR SCREENING OF CONTRACTOR PERSONNEL (JUL 2001)

CLA.1262

SCREENING STANDARDS-CONTRACTOR

1. Record of conviction for illegal use or possession of intoxicants;
2. Record of conviction for illegal use, possession, or sale of controlled substances or marijuana;
3. Record of conviction of criminal behavior relating to immoral conduct, such as child molestation, rape, sexual assault, incest, bestiality, indecent exposure, lewd acts, etc.;
4. Record of conviction of criminal behavior relating to dishonesty, such as theft, larceny, burglary, robbery, forgery, extortion, counterfeiting, blackmail, fraud, conversion, sale, or possession of stolen property, embezzlement, etc.;
5. Record of conviction for criminally disruptive or violent behavior, such as assault, battery, kidnapping, abduction, murder, rape, arson, vandalism, voluntary manslaughter, child abuse, etc.;
6. Record of conviction for illegal use, possession, manufacture, or sale of firearms or explosives.
7. Violation of Hatch Act restrictions (5 U.S.C. Chapter 73), mutilation/destruction of public records, striking against the Government, desertion from the military, disregard for debts, engaging in riots or civil disorders, or a pattern of unemployability based upon misconduct or delinquency as reflected in employment history.

H.15 REQUIREMENT FOR SCREENING OF CONTRACTOR PERSONNEL (JUL 2001)

CLA.1262

***ADJUDICATIVE STANDARDS: ISSUES**
CLA 1262 (JUL 2001)

Major issues or conduct which standing alone would be disqualifying under suitability, for any position is a conviction record within the past 9 years, particularly for issues 1, 2, 4, 5, 6, or 8. In addition, a pattern is defined as two or more convictions or a combination of two or more issues of any or all of the items listed below.

1. Issues related to use or possession of intoxicants:

Pattern of excessive use as reflected in (1) conviction record; (2) job performance; (3) employment history; (4) inability to function responsibly; (5) medical treatment; and (6) health.

2. Issues related to illegal use/possession of controlled substances or marijuana:

Pattern of excessive use as reflected in (1) conviction record; (2) job performance; (3) employment history; (4) inability to function responsibly; (5) medical treatment; (6) health; (7) manufacturing; (8) addiction; (9) importing/trafficking; and (10) cultivating for sale.

3. Issues related to financial responsibility:

Pattern of irresponsibility as reflected in (1) credit history; (2) disregard for debts; (3) abuse of fiduciary trust; and (4) continuing, major, valid liabilities.

4. Issues related to immoral conduct:

Pattern of misconduct as reflected in (1) conviction record; (2) medical treatment; (3) public knowledge; (4) child molestation; (5) sexual assault statutory rape; (6) incest; and (7) bestiality.

5. Issues related to honesty:

Pattern of dishonesty as reflected in (1) disregard for truth; (2) conviction records; (3) abuse of trust; (4) employment records; (5) blackmail; (6) counterfeiting; (7) extortion; (8) armed robbery; and (9) intentional false statement or deception or fraud in examination or appointment.

6. Issues related to disruptive or violent behavior:

Pattern of violence as reflected in (1) conviction record; (2) disregard for life or property; (3) civil actions; (4) employment record; (5) medical record; (6) aggravated assault; (7) assault with a deadly weapon; (8) assault with intent to commit rape; (9) kidnapping/abduction; (10) murder; (11) rape; (12) arson; (13) threat or assault upon a public official; (14) voluntary manslaughter; and (15) child abuse.

7. Issues related to termination or forced resignation:

Pattern of unemployability based on misconduct or delinquency as reflected in employment history.

8. Issues related to firearms/weapons:

Improper/illegal sale or transportation of firearm or explosive; manufacture of firearms or explosives.

9. Miscellaneous issues:

Hatch Act violation; (2) mutilation/destruction of public records; (3) engaging in riots or civil disorders; (4) striking against Government; and (5) desertion.

DEPARTMENT OF TRANSPORTATION
CONTRACTOR'S RELEASE

CONTRACT NO.

CONTRACTOR (Name and Address)

SUM OF

DOLLARS

In consideration of the sum stated above, which has been paid or is to be paid to the Contractor, or his assignee, the Contractor, upon payment of the said sum by the UNITED STATES OF AMERICA (hereinafter called the Government), does remise, release, and discharge the Government, its officers, agents, and employees, of and from all liabilities, obligations, claims, and demands whatsoever under or arising from the said contract, except:

1. Specified claims in stated amounts or in estimated amounts where the amounts are not susceptible of exact statement by the Contractor, as follows:
2. Claims, together with reasonable expenses incidental thereto, based upon the liabilities of the Contractor to third parties arising out of the performance of this contract, which are not known to the Contractor on the date of the execution of this release and of which the Contractor gives notice in writing to the Contracting Officer within the period specified in the said contract, and
3. Claims for reimbursement of costs (other than expenses of the Contractor by reason of his indemnification of the Government against patent liability), including reasonable expenses incidental thereto, incurred by the Contractor under any provisions of the said contract relating to patents.

The Contractor agrees, in connection with patent matters and with claims which are not released as set forth above, that he will comply with all provisions of the said contract, including without limitations those provisions relating to notification to the Contracting Officer and relating to the defense or prosecution of litigation.

IN WITNESS WHEREOF, this release has been executed this ____ day of ____, 20__.

WITNESS

(Contractor)

BY _____

TITLE

NOTE: In the case of a corporation, witnesses are not required but the certification below must be completed.

CERTIFICATE

I, _____, certify that I am the _____ secretary of the corporation named as Contractor in the foregoing release; that _____ who signed said release on behalf of the Contractor was then _____ of said corporation; that said release was duly signed for and in behalf of said corporation by authority of its governing body and is within the scope of its corporate powers.

(CORPORATE SEAL) _____

05-2432 OK, OKLAHOMA CITY

WAGE DETERMINATION NO: 05-2432 REV (03) AREA: OK, OKLAHOMA CITY

HEALTH AND WELFARE LEVEL - TOTAL BENEFIT **OTHER WELFARE LEVEL WD:05-2431

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 2005-2432
Revision No.: 3
Date Of Revision: 12/01/2006

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.74
01012 - Accounting Clerk II	13.72
01013 - Accounting Clerk III	18.28
01020 - Administrative Assistant	20.53
01040 - Court Reporter	18.17
01051 - Data Entry Operator I	9.95
01052 - Data Entry Operator II	10.86
01060 - Dispatcher, Motor Vehicle	14.81
01070 - Document Preparation Clerk	11.99
01090 - Duplicating Machine Operator	11.86
01111 - General Clerk I	10.68
01112 - General Clerk II	12.50
01113 - General Clerk III	18.00
01120 - Housing Referral Assistant	18.26
01141 - Messenger Courier	9.49
01191 - Order Clerk I	11.20
01192 - Order Clerk II	14.08
01261 - Personnel Assistant (Employment) I	13.52
01262 - Personnel Assistant (Employment) II	15.16
01263 - Personnel Assistant (Employment) III	17.58
01270 - Production Control Clerk	19.05
01280 - Receptionist	10.02
01290 - Rental Clerk	12.06
01300 - Scheduler, Maintenance	12.94
01311 - Secretary I	12.94
01312 - Secretary II	15.76
01313 - Secretary III	18.26
01320 - Service Order Dispatcher	13.07

01410 - Supply Technician	20.53
01420 - Survey Worker	13.90
01531 - Travel Clerk I	11.09
01532 - Travel Clerk II	11.65
01533 - Travel Clerk III	12.22
01611 - Word Processor I	10.99
01612 - Word Processor II	12.33
01613 - Word Processor III	13.79
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.64
05010 - Automotive Electrician	16.35
05040 - Automotive Glass Installer	15.47
05070 - Automotive Worker	14.08
05110 - Mobile Equipment Servicer	12.54
05130 - Motor Equipment Metal Mechanic	15.64
05160 - Motor Equipment Metal Worker	14.08
05190 - Motor Vehicle Mechanic	15.64
05220 - Motor Vehicle Mechanic Helper	11.98
05250 - Motor Vehicle Upholstery Worker	13.31
05280 - Motor Vehicle Wrecker	14.08
05310 - Painter, Automotive	14.86
05340 - Radiator Repair Specialist	14.08
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	15.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.04
07041 - Cook I	7.94
07042 - Cook II	9.56
07070 - Dishwasher	6.98
07130 - Food Service Worker	7.11
07210 - Meat Cutter	12.86
07260 - Waiter/Waitress	7.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.86
09040 - Furniture Handler	10.36
09080 - Furniture Refinisher	14.86
09090 - Furniture Refinisher Helper	11.75
09110 - Furniture Repairer, Minor	13.31
09130 - Upholsterer	14.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.01
11060 - Elevator Operator	8.57
11090 - Gardener	10.75
11122 - Housekeeping Aide	8.57
11150 - Janitor	9.36
11210 - Laborer, Grounds Maintenance	9.04
11240 - Maid or Houseman	7.27
11260 - Pruner	8.74
11270 - Tractor Operator	10.09
11330 - Trail Maintenance Worker	9.04
11360 - Window Cleaner	9.46
12000 - Health Occupations	
12010 - Ambulance Driver	12.49
12011 - Breath Alcohol Technician	14.26
12012 - Certified Occupational Therapist Assistant	18.62
12015 - Certified Physical Therapist Assistant	18.26
12020 - Dental Assistant	12.71
12025 - Dental Hygienist	28.08
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58

12040	- Emergency Medical Technician	12.49
12071	- Licensed Practical Nurse I	11.43
12072	- Licensed Practical Nurse II	12.79
12073	- Licensed Practical Nurse III	14.26
12100	- Medical Assistant	11.17
12130	- Medical Laboratory Technician	13.00
12160	- Medical Record Clerk	11.24
12190	- Medical Record Technician	13.54
12195	- Medical Transcriptionist	11.24
12210	- Nuclear Medicine Technologist	27.92
12221	- Nursing Assistant I	8.06
12222	- Nursing Assistant II	9.06
12223	- Nursing Assistant III	9.89
12224	- Nursing Assistant IV	11.10
12235	- Optical Dispenser	11.91
12236	- Optical Technician	10.58
12250	- Pharmacy Technician	13.41
12280	- Phlebotomist	12.16
12305	- Radiologic Technologist	19.68
12311	- Registered Nurse I	21.96
12312	- Registered Nurse II	26.85
12313	- Registered Nurse II, Specialist	26.85
12314	- Registered Nurse III	32.49
12315	- Registered Nurse III, Anesthetist	32.49
12316	- Registered Nurse IV	38.95
12317	- Scheduler (Drug and Alcohol Testing)	15.85
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.53
13012	- Exhibits Specialist II	20.67
13013	- Exhibits Specialist III	24.88
13041	- Illustrator I	18.96
13042	- Illustrator II	20.96
13043	- Illustrator III	26.17
13047	- Librarian	18.55
13050	- Library Aide/Clerk	10.77
13054	- Library Information Technology Systems Administrator	16.76
13058	- Library Technician	11.07
13061	- Media Specialist I	11.83
13062	- Media Specialist II	13.23
13063	- Media Specialist III	14.75
13071	- Photographer I	12.06
13072	- Photographer II	14.88
13073	- Photographer III	17.97
13074	- Photographer IV	22.44
13075	- Photographer V	25.75
13110	- Video Teleconference Technician	12.09
14000	- Information Technology Occupations	
14041	- Computer Operator I	13.27
14042	- Computer Operator II	14.91
14043	- Computer Operator III	18.70
14044	- Computer Operator IV	20.23
14045	- Computer Operator V	22.41
14071	- Computer Programmer I (1)	19.89
14072	- Computer Programmer II (1)	22.83
14073	- Computer Programmer III (1)	27.62
14074	- Computer Programmer IV (1)	27.62
14101	- Computer Systems Analyst I (1)	25.06
14102	- Computer Systems Analyst II (1)	27.62
14103	- Computer Systems Analyst III (1)	27.62
14150	- Peripheral Equipment Operator	13.27

14160 - Personal Computer Support Technician	18.48
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	22.48
15020 - Aircrew Training Devices Instructor (Rated)	27.20
15030 - Air Crew Training Devices Instructor (Pilot)	29.92
15050 - Computer Based Training Specialist / Instructor	25.02
15060 - Educational Technologist	21.69
15070 - Flight Instructor (Pilot)	29.92
15080 - Graphic Artist	18.92
15090 - Technical Instructor	17.25
15095 - Technical Instructor/Course Developer	21.09
15110 - Test Proctor	15.76
15120 - Tutor	15.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.65
16030 - Counter Attendant	7.65
16040 - Dry Cleaner	9.75
16070 - Finisher, Flatwork, Machine	7.65
16090 - Presser, Hand	7.65
16110 - Presser, Machine, Drycleaning	7.65
16130 - Presser, Machine, Shirts	7.65
16160 - Presser, Machine, Wearing Apparel, Laundry	7.65
16190 - Sewing Machine Operator	10.45
16220 - Tailor	11.15
16250 - Washer, Machine	8.37
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.99
19040 - Tool And Die Maker	24.44
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.81
21030 - Material Coordinator	19.12
21040 - Material Expediter	19.12
21050 - Material Handling Laborer	10.95
21071 - Order Filler	11.74
21080 - Production Line Worker (Food Processing)	13.81
21110 - Shipping Packer	12.05
21130 - Shipping/Receiving Clerk	12.05
21140 - Store Worker I	12.25
21150 - Stock Clerk	14.85
21210 - Tools And Parts Attendant	13.81
21410 - Warehouse Specialist	13.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.41
23021 - Aircraft Mechanic I	20.39
23022 - Aircraft Mechanic II	21.41
23023 - Aircraft Mechanic III	22.48
23040 - Aircraft Mechanic Helper	14.81
23050 - Aircraft, Painter	16.03
23060 - Aircraft Servicer	16.76
23080 - Aircraft Worker	17.75
23110 - Appliance Mechanic	15.24
23120 - Bicycle Repairer	12.12
23125 - Cable Splicer	19.91
23130 - Carpenter, Maintenance	14.95
23140 - Carpet Layer	14.17
23160 - Electrician, Maintenance	17.43
23181 - Electronics Technician Maintenance I	16.32
23182 - Electronics Technician Maintenance II	22.61
23183 - Electronics Technician Maintenance III	25.36
23260 - Fabric Worker	15.04

23290	- Fire Alarm System Mechanic	16.94
23310	- Fire Extinguisher Repairer	14.17
23311	- Fuel Distribution System Mechanic	21.17
23312	- Fuel Distribution System Operator	17.20
23370	- General Maintenance Worker	15.49
23380	- Ground Support Equipment Mechanic	20.39
23381	- Ground Support Equipment Servicer	16.76
23382	- Ground Support Equipment Worker	17.75
23391	- Gunsmith I	13.29
23392	- Gunsmith II	14.82
23393	- Gunsmith III	16.35
23410	- Heating, Ventilation And Air-Conditioning Mechanic	17.20
23411	- Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
18.20		
23430	- Heavy Equipment Mechanic	17.20
23440	- Heavy Equipment Operator	16.82
23460	- Instrument Mechanic	18.72
23465	- Laboratory/Shelter Mechanic	16.65
23470	- Laborer	9.38
23510	- Locksmith	16.58
23530	- Machinery Maintenance Mechanic	17.43
23550	- Machinist, Maintenance	17.20
23580	- Maintenance Trades Helper	11.98
23591	- Metrology Technician I	18.72
23592	- Metrology Technician II	19.66
23593	- Metrology Technician III	20.63
23640	- Millwright	17.44
23710	- Office Appliance Repairer	16.65
23760	- Painter, Maintenance	16.35
23790	- Pipefitter, Maintenance	19.06
23810	- Plumber, Maintenance	18.32
23820	- Pneudraulic Systems Mechanic	17.44
23850	- Rigger	17.75
23870	- Scale Mechanic	15.81
23890	- Sheet-Metal Worker, Maintenance	19.43
23910	- Small Engine Mechanic	15.49
23931	- Telecommunications Mechanic I	19.69
23932	- Telecommunications Mechanic II	20.64
23950	- Telephone Lineman	19.01
23960	- Welder, Combination, Maintenance	17.20
23965	- Well Driller	17.44
23970	- Woodcraft Worker	17.44
23980	- Woodworker	13.79
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	8.41
24580	- Child Care Center Clerk	12.06
24610	- Chore Aide	8.73
24620	- Family Readiness And Support Services Coordinator	10.02
24630	- Homemaker	15.64
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	22.39
25040	- Sewage Plant Operator	15.27
25070	- Stationary Engineer	22.39
25190	- Ventilation Equipment Tender	13.00
25210	- Water Treatment Plant Operator	14.86
27000	- Protective Service Occupations	
27004	- Alarm Monitor	12.73
27007	- Baggage Inspector	11.19
27008	- Corrections Officer	17.42
27010	- Court Security Officer	19.68

27030 - Detection Dog Handler	15.03
27040 - Detention Officer	17.42
27070 - Firefighter	18.83
27101 - Guard I	11.19
27102 - Guard II	15.03
27131 - Police Officer I	20.53
27132 - Police Officer II	22.82
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.42
28042 - Carnival Equipment Repairer	10.14
28043 - Carnival Equipment Worker	7.38
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.58
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	12.82
28630 - Sports Official	10.82
28690 - Swimming Pool Operator	15.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.57
29020 - Hatch Tender	17.54
29030 - Line Handler	17.54
29041 - Stevedore I	16.57
29042 - Stevedore II	18.50
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.38
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.33
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.06
30021 - Archeological Technician I	15.46
30022 - Archeological Technician II	18.59
30023 - Archeological Technician III	23.01
30030 - Cartographic Technician	21.63
30040 - Civil Engineering Technician	22.21
30061 - Drafter/CAD Operator I	14.05
30062 - Drafter/CAD Operator II	18.53
30063 - Drafter/CAD Operator III	20.65
30064 - Drafter/CAD Operator IV	21.63
30081 - Engineering Technician I	14.93
30082 - Engineering Technician II	18.70
30083 - Engineering Technician III	20.55
30084 - Engineering Technician IV	26.62
30085 - Engineering Technician V	30.72
30086 - Engineering Technician VI	35.25
30090 - Environmental Technician	20.60
30210 - Laboratory Technician	16.28
30240 - Mathematical Technician	22.75
30361 - Paralegal/Legal Assistant I	17.11
30362 - Paralegal/Legal Assistant II	21.19
30363 - Paralegal/Legal Assistant III	25.93
30364 - Paralegal/Legal Assistant IV	31.37
30390 - Photo-Optics Technician	21.63
30461 - Technical Writer I	15.21
30462 - Technical Writer II	18.60
30463 - Technical Writer III	22.51
30491 - Unexploded Ordnance (UXO) Technician I	20.58
30492 - Unexploded Ordnance (UXO) Technician II	24.90
30493 - Unexploded Ordnance (UXO) Technician III	29.85
30494 - Unexploded (UXO) Safety Escort	20.58
30495 - Unexploded (UXO) Sweep Personnel	20.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	19.24

30621 - Weather Observer, Senior (3)	22.14
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.56
31030 - Bus Driver	13.33
31043 - Driver Courier	12.33
31260 - Parking and Lot Attendant	8.00
31290 - Shuttle Bus Driver	13.43
31310 - Taxi Driver	9.49
31361 - Truckdriver, Light	13.43
31362 - Truckdriver, Medium	15.17
31363 - Truckdriver, Heavy	16.94
31364 - Truckdriver, Tractor-Trailer	16.94
99000 - Miscellaneous Occupations	
99030 - Cashier	7.57
99050 - Desk Clerk	8.41
99095 - Embalmer	22.02
99251 - Laboratory Animal Caretaker I	9.96
99252 - Laboratory Animal Caretaker II	10.59
99310 - Mortician	23.29
99410 - Pest Controller	12.41
99510 - Photofinishing Worker	9.60
99710 - Recycling Laborer	9.72
99711 - Recycling Specialist	12.33
99730 - Refuse Collector	10.88
99810 - Sales Clerk	10.81
99820 - School Crossing Guard	7.43
99830 - Survey Party Chief	21.47
99831 - Surveying Aide	12.07
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	11.50
99841 - Vending Machine Repairer	13.84
99842 - Vending Machine Repairer Helper	11.18

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.01 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed (occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

SCA NO: 86-0773 REV-19 REVISD 09/12/06

86-0773 19 Elevator Services

[8]

REGISTER OF WAGE DETERMINATIONS UNDER
 THE SERVICE CONTRACT ACT
 By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
 EMPLOYMENT STANDARDS ADMINISTRATION
 WAGE AND HOUR DIVISION
 WASHINGTON, D.C. 20210

William W. Gross Division of Wage
 Director Determinations

Wage Determination No: 1986-0773
 Revision No: 19
 Date Of Revision: 06/12/2003

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Beaver, Beckham, Blaine, Caddo, Canadian,
 Carter, Cimarron, Cleveland, Comanche, Cotton, Custer, Dewey, Ellis, Garfield,
 Garvin, Grady, Grant, Greer, Harmon, Harper, Jackson, Jefferson, Johnston,
 Kingfisher, Kiowa, Lincoln, Logan, Love, Major, Marshall, McClain, Murray,
 Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Stephens, Texas,
 Tillman, Washita, Woods, Woodward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE MINIMUM WAGE RATE

23210 - Elevator Repairer (1,2,3,4,5,6) 23.545
 23220 - Elevator Repairer Helper (1,2,3,4,5,6) 16.48
 23230 - Elevator Repairer Helper, Probationary 11.77

A newly hired employee may be classified as a probationary helper if, over an aggregate period of not more than nine months, he/she has not more than six months experience in the industry. A month shall be deemed worked when the probationary employee has completed 100 hours in a month.

 ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HOLIDAYS: A minimum of seven paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Day after Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) HEALTH & WELFARE: \$5.775 per hour for all hours worked.

2) VACATION: Annual vacation pay is accrued as follows: After 6 months but less than 5 years of service in the industry, 6 percent of regular hourly rate for all hours worked, not to exceed 120 hours pay; more than 5 years of service in the industry, 8 percent of regular hourly rate for all hours worked, at least 160 hours vacation pay. Maximum hours of vacation pay are applicable to an employee who works 1750 hours or more but less than 2000 hours in the year.

- 3) PENSION: \$2.88 per hour for all hours worked.
- 4) EDUCATIONAL FUND: \$.30 per hour for all hours worked.
- 5) Annuity and 401 (k) Plan: \$.40 per hour for all hours worked. Effective January 1, 2004, \$.20 per hour more after each year through 2007.
- 6) Work Preservation Fund (Elevator): \$ 0.10 per hour.

General Decision Number: OK030034 12/01/2006 OK34

Superseded General Decision Number: OK020034

State: Oklahoma

Construction Type: Building

County: Oklahoma County in Oklahoma.

BUILDING CONSTRUCTION PROJECTS, Excluding incidental utility work, (does not include residential construction consisting of single family homes and apartments up to and including 4 stories, sewage and water treatment plants or the construction, alteration and repair of any facility engaged in manufacturing).

Modification Number	Publication Date
0	06/13/2003
1	02/20/2004
2	08/20/2004
3	12/24/2004
4	03/04/2005
5	03/18/2005
6	04/08/2005
7	05/27/2005
8	07/01/2005
9	09/23/2005
10	12/16/2005
11	01/13/2006
12	07/14/2006
13	09/01/2006
14	10/06/2006
15	12/01/2006

ASBE0094-004 07/16/2006

	Rates	Fringes
Asbestos/Insulator Worker.....	\$ 23.49	10.26

SCOPE OF WORK:

Includes application of all insulation materials, protective coverings and finishings to all types of mechanical systems.

BROK0005-001 06/01/2006

	Rates	Fringes
Bricklayer.....	\$ 20.91	8.30

* ELEC1141-006 11/29/2006

	Rates	Fringes
Electrician.....	\$ 22.70	17.25%+4.50

ELEV0063-001 01/01/2005

	Rates	Fringes
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Elevator Constructor
 Mechanic.....\$ 26.885 12.115+a

FOOTNOTE:

a. Paid Holidays: New Year's Day; Memorial Day; July 4th; Labor Day; Thanksgiving Day; Friday after Thanksgiving Day; Christmas Day., Vacation Pay Credit: Employer contributes 8% of the basic hourly rate for employees with 5 years or more of service or 6% of the basic hourly rate for employees with 6 months to 5 years of service.

 * ENGI0627-010 06/01/2005

	Rates	Fringes
Power Equipment Operator		
All Crane Type Equipment with at least 100 ft. and less than 200 ft. of boom (including jib); All Tower Cranes; Crane Equipment (as rated by mfg.) 3 cu. yd. and over); Guy derrick; Whirley.	\$ 20.45	9.00
All Crane Type Equipment with at least 200 ft. of boom and less than 300 ft. of boom (including jib).....	\$ 20.95	9.00
All Crane Type Equipment with at least 300 ft. of boom and over (including jib).....	\$ 21.70	9.00
Bobcat.....	\$ 20.45	9.00
Cement Mixers:		
18 Cu. Ft. and over.....	\$ 17.70	9.00
Less than 18 Cu. ft.....	\$ 16.70	9.00
Cherry Picker.....	\$ 19.95	9.00
Cranes with less than 100 ft. of boom with jib and Cranes (as rated by mfg.) less than 3 cu.; Overhead Monorail type crane.....	\$ 19.95	9.00
Oiler.....	\$ 16.20	9.00

 IRON0048-003 06/01/2006

	Rates	Fringes
Ironworker, Reinforcing.....	\$ 20.35	9.22

 PAIN0807-003 06/15/2004

	Rates	Fringes
Painters:		
Paperhanger.....	\$ 19.00	2.35
Roller.....	\$ 18.00	2.35
Spray.....	\$ 18.00	2.35

PLAS0809-003 06/01/2001

	Rates	Fringes
Cement Mason.....	\$ 16.31	1.55

PLUM0344-004 07/01/2004

	Rates	Fringes
Plumber/Pipefitter (Including HVAC Work).....	\$ 22.50	9.05

ROOF0143-001 06/01/2006

	Rates	Fringes
Rofer (including Built Up, Composition and Single Ply).....	\$ 17.83	4.52

SHEE0124-007 07/01/2003

	Rates	Fringes
Sheet Metal Worker (Including HVAC Work).....	\$ 21.82	8.31

SUOK1995-001 09/07/1995

	Rates	Fringes
Carpenters: (Excluding Drywall hanging & Acoustical Installation).....	\$ 11.90	
Drywall Finisher.....	\$ 12.83	2.53
Drywall Hanger (Including Acoustical Installation & Metal Stud/Lath in Connection with Drywall Hanging).....	\$ 11.29	.10
Glazier.....	\$ 12.17	
Insulator - Batt.....	\$ 12.85	3.30
Ironworker, Structural (Excluding Metal Building Erection).....	\$ 12.03	
Laborers:		
Brick Tender.....	\$ 8.69	
Common.....	\$ 7.37	
Plaster Tender.....	\$ 9.30	1.31
Lather.....	\$ 15.06	2.15
Metal Building Erector.....	\$ 9.12	

Painters:		
Brush.....	\$ 12.50	2.53
Plasterer.....	\$ 15.69	
Power Equipment Operator		
Asphalt Laydown Machine.....	\$ 9.00	
Backhoes.....	\$ 14.06	3.49
Bulldozers.....	\$ 14.40	2.58
Forklifts.....	\$ 12.15	3.53
Graders.....	\$ 12.60	2.57
Hole Diggers.....	\$ 14.40	2.00
Loaders.....	\$ 11.36	2.40
Rollers.....	\$ 11.72	2.05
Soft Floor Layer.....	\$ 15.10	1.52
Sprinkler Fitter.....	\$ 15.87	5.58
Tile Setter.....	\$ 14.61	

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

In the listing above, the "SU" designation means that rates listed under the identifier do not reflect collectively bargained wage and fringe benefit rates. Other designations indicate unions whose rates have been determined to be prevailing.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION

REGISTER OF WAGE DETERMINATION UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary
of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: CBA-2005-3420
Revision No.: 0
Date Of Last Revision: 12/9/2005

State: Oklahoma

Area: Oklahoma

Employed on Federal Aviation Administration contract for Facility operations and maintenance at the Mike Monroney Aeronautical Center (MMAC) in Oklahoma City, Ok.

Collective Bargaining Agreement between contractor: Four Winds Services, Inc., and union: International Association of Machinists and Aerospace Workers Local 850, effective 11/18/2005 through 12/31/2008.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement (s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

REGISTER OF WAGE DETERMINATION UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary
of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: CBA-2005-3424
Revision No.: 0
Date Of Last Revision: 12/12/2005

State: Oklahoma

Area: Oklahoma

Employed on Federal Aviation Administration contract for Facility operations and maintenance at the Mike Monroney Aeronautical Center (MMAC) in Oklahoma City, OK..

Collective Bargaining Agreement between contractor: Four Winds Services, Inc., and union: International Brotherhood of Electrical Workers (IBEW) Local 1141, effective 12/8/2003 through 12/31/2007.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement (s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

REGISTER OF WAGE DETERMINATION UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary
of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: CBA-2005-3425
Revision No.: 0
Date Of Last Revision: 12/12/2005

State: Oklahoma

Area: Oklahoma

Employed on Federal Aviation Administration contract for facility operations and maintenance at the Mike Monroney Aeronautical Center (MMAC) in Oklahoma City, OK..

Collective Bargaining Agreement between contractor: Four Winds Services, Inc., and union: United Association of Journeyman and Apprentices of the Plumbing Local 344, effective 1/1/2005 through 12/31/2008.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement (s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).