

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>		1. CONTRACT ID CODE	PAGE OF PAGES 1   2
2. AMENDMENT/MODIFICATION NO. 0096	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY Strategic Petroleum Reserve Project SPRO U.S. Department of Energy 900 Commerce Road East US 492 New Orleans LA 70123	CODE 892435	7. ADMINISTERED BY (If other than Item 6) SPRO U.S. Department of Energy SPRO 900 Commerce Road East US 492 New Orleans LA 70123	CODE 01601
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) Fluor Federal Petroleum Operations, LLC Attn: David Palmer 850 S Clearview Pkwy New Orleans LA 70123		(x)	9A. AMENDMENT OF SOLICITATION NO.
CODE 078490442 FACILITY CODE		x	9B. DATED (SEE ITEM 11)
			10A. MODIFICATION OF CONTRACT/ORDER NO. DE-FE0011020
			10B. DATED (SEE ITEM 13) 09/18/2013

**11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS**

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers  is extended.  is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

See Schedule

**13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) See Block 14

**E. IMPORTANT:** Contractor  is not  is required to sign this document and return 1 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

Reference Section B.

B.6 - Contract Value: The contract value is revised as follows:

a. The Fiscal Year (FY) 2019 estimated costs of \$332,464,468, are revised to reflect the actual costs of \$206,683,892, as reported in the Statement of Cost Incurred and Claimed (SCIC) per WAD. The FY 2019 Fee is revised to reflect the actual Fee Earned of \$6,665,305.

b. The new contract value is \$2,546,092,172.

Pursuant to the authority of Clauses H.2 Modification Authority, H.21 Work Authorization Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) Paul M. Avery, Sr Contracts Manager	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Justin Daniel Dudenhefer
15B. CONTRACTOR/OFFEROR Paul M. Avery Digitally signed by Paul M. Avery Date: 2020.04.17 09:14:27 (Signature of person authorized to sign)	15C. DATE SIGNED 04/17/2020
16B. UNITED STATES OF AMERICA Digitally signed by JUSTIN DUDENHEFER Date: 2020.04.17 10:01:55 -05'00' (Signature of Contracting Officer)	16C. DATE SIGNED 04/17/2020

Previous edition unusable

**CONTINUATION SHEET**

REFERENCE NO. OF DOCUMENT BEING CONTINUED  
DE-FE0011020/0096

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2 2

NAME OF OFFEROR OR CONTRACTOR  
Fluor Federal Petroleum Operations, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Directives and mutual agreement of the parties, the following changes are incorporated.</p> <p>Reference Section G - Updated POCs. (See Attached)</p> <p>Reference Section J, Attachment B - Work Authorization Directives (WADs): The following Fiscal Year 2020 Wad revisions are hereby incorporated into Section J, Attachment B (See attached WADs).</p> <p>Reference Section J, Attachment E - Service Contract Labor Standards (Wage Determinations): The following Wage Determinations are hereby incorporated into Section J, Attachment E (See attached Wage Determinations).</p> <p>Payment:                      OR for SPRO                      U.S. Department of Energy                      Oak Ridge Financial Service Center                      P.O. Box 6017                      Oak Ridge TN 37831</p> <p>Period of Performance: 04/01/2014 to 03/31/2024</p>				

**PART I -THE SCHEDULE**

**SECTION B**

**SUPPLIES OR SERVICES AND PRICES/COSTS**

**PART I -THE SCHEDULE**

**SECTION B**

**SUPPLIES OR SERVICES AND PRICES/COSTS**

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## **SECTION B**

### **SUPPLIES OR SERVICES AND PRICES/COSTS**

#### **B.1 SERVICES BEING ACQUIRED**

The Contractor shall, in accordance with the terms of this contract, provide the personnel, equipment, materials, supplies, and services (except as may be furnished by the Government) and otherwise do all things necessary for, or incident to managing and operating, in an efficient and effective manner, the Government-owned Strategic Petroleum Reserve (SPR), including operating and maintaining the facilities and related systems, located in Louisiana and Texas, as described in Section C, Performance Work Statement (PWS), or as may be directed by the Contracting Officer within the scope of this Contract.

#### **B.2 TRANSITION COST AND TOTAL AVAILABLE AWARD FEE**

(a) Transition Cost

The transition activities shall be conducted during the period specified in the clause in Section F entitled "Period of Performance" and shall be performed in accordance with the clause in Section H entitled "Transition Activities" on a cost-reimbursement basis, and no fee shall be paid for these activities. The estimated transition costs are \$1,714,103.

(b) Total Available Award Fee

- (1) The annual fee base is estimated in accordance with DEAR 970.1504-1, including estimated exclusions, adjustments, and classification factors. In the event the annual fee base deviates by more than plus or minus 15% for any fiscal year from the annual fee base set forth in Column B of the chart below, a new total available award fee for the fiscal year will be calculated by multiplying the maximum available fee for the revised annual fee base by the percentage set forth in Column D below.
- (2) All fee for this contract is performance based. There is no base fee for this contract. The Available Award Fee will be negotiated annually (or any other period as may be mutually agreed to between the parties) between the Contractor and the Government. The Available Award Fee will be equal to or less than the Total Available Award Fee offered set forth in Column E. The Available Award Fee shall be established considering the level of complexity, difficulty, cost effectiveness, and risk associated with specific objectives/incentives defined in the Performance Evaluation and Measurement Plan (PEMP). Higher or lower levels of complexity, difficulty, cost effectiveness, and risk will correspondingly allow a higher or lower available award fee. In the event the parties are unable to reach

agreement on the Available Award Fee amount, the Government reserves the right to unilaterally establish the Available Award Fee amount.

- (3) The total available award fee for the base period of the contract and the option period, if exercised, is shown below.

A	B	C	D	E
Fiscal Year	Annual Fee Base	Maximum Available Fee	Fee Percent	Total Available Award Fee
FY 2014 (6-months)	\$58,805,864	\$4,437,779	94.0	\$4,171,512
FY 2015	\$127,918,868	\$9,197,264	90.2	\$8,295,932
FY 2016	\$129,557,963	\$9,199,561	88.8	\$8,169,210
FY 2017	\$128,735,855	\$9,158,721	87.1	\$7,977,246
FY 2018	\$220,061,467	\$11,554,075	<sup>1</sup> 90.6	\$10,463,038
FY 2019	\$258,374,144	\$12,019,556	<sup>1</sup> 88.3	\$10,617,153
FY 2020	\$322,602,166	\$13,836,074	<sup>1</sup> 89.9	\$12,436,991
FY 2021	\$460,684,745	\$14,665,190	<sup>1</sup> 91.3	\$13,391,594
FY 2022	\$371,000,800	\$13,892,684	<sup>1</sup> 90.0	\$12,505,574
FY 2023	\$233,737,361	\$11,692,653	<sup>1</sup> 86.5	\$10,114,838
FY 2024 (6-months)	<u>\$86,723,473</u>	<u>\$5,309,632</u>	<u><sup>1</sup>84.1</u>	<u>\$4,467,445</u>

- (4) At the end of each performance period (fiscal year) specified above, there shall be no adjustment in the amount of total available award fee based on differences between the annual fee base and the actual fee base resulting from performance of the work. Total Available Award Fee is subject to adjustment only under the provisions of the clause in Section I entitled FAR 52.243-2 “Changes – Cost Reimbursement”; and, for the circumstances in Paragraph (1) above.

### **B.3 AVAILABILITY OF APPROPRIATED FUNDS**

The duties and obligations of the Government hereunder calling for the expenditure of appropriate funds shall be subject to the availability of funds appropriated by the Congress, which the DOE may legally spend for such purchases.

### **B.4 OBLIGATION OF FUNDS**

Pursuant to the Section I Clause DEAR 970.5232-4 entitled “Obligation of Funds,” the total amount obligated by the Government with respect to this contract is \$2,043,267,221.25.

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<sup>1</sup>IAW agreed to LE 2 fee approach. Facilities maximum fee FY18 88.3%, FY19 84.8%, FY20 83.9%, FY21 83.4%, FY22 82.8%, FY23 82.3%, FY24 83.1%. LE 2 maximum fee for FY18 to FY24 is 95%.

**B.5 SINGLE FEE**

If the Contractor is part of a consortium, joint venture, and/or other teaming arrangement, as described in FAR Subpart 9.6, the team shall share in this contract fee structure. Separate additional subcontractor fee shall not be considered in an allowable cost under the contract if a subcontractor is a team member or, supplier, or lower-tier subcontractor is a wholly owned, majority owned, or affiliate of any team member, any fee or profit earned by such entity shall not be considered an allowable cost under this contract unless otherwise approved by the Contracting Officer.

The subcontractor fee restriction in the paragraph above does not apply to members of the Contractor’s team that are: (1) small business(es); (2) protégé firms as part of an approved mentor-protégé relationship; (3) subcontractors under a competitively awarded firm-fixed-unit-price subcontract; or (4) commercial items as defined in FAR Subpart 2.1, Definitions of Words and Terms.

**B.6 CONTRACT VALUE**

The contract value, consisting of the estimated costs and total available fee, by fiscal year (base period) is set forth below.

Fiscal Year	Estimated Costs	Available Award Fee	TOTAL
Transition Period (60 days) (02/01/14– 03/31/14)	\$0	\$0	\$0
FY 2014 (6 mos.)	\$62,336,127	\$3,567,202	<sup>1</sup> \$65,903,329
FY 2015	\$135,959,596	\$7,948,220	<sup>1</sup> \$143,907,816
FY 2016	\$152,347,025	\$7,503,419	<sup>1</sup> \$159,850,444
FY 2017	\$156,984,812	\$8,517,561	<sup>1</sup> \$165,502,373
FY 2018	\$197,944,524	\$9,743,406	<sup>1</sup> \$207,687,930
FY 2019	\$206,683,892	\$6,665,305	<sup>1</sup> \$213,349,197
FY 2020	\$333,971,905	<sup>2</sup> \$12,436,991	\$346,408,896
FY 2021	\$473,111,792	\$13,391,594	\$486,503,386
FY 2022	\$384,700,198	\$12,505,574	\$397,205,772
FY 2023	\$249,271,252	\$10,114,838	\$259,386,091
FY 2024 (6 mos.)	\$95,919,494	\$4,467,445	\$100,386,939
TOTAL Contract Value	<u>\$2,449,230,617</u>	<u>\$96,861,555</u>	<u>\$2,546,092,172</u>

**B.7 CONTRACT TYPE**

This is a Cost-Plus-Award-Fee Performance-Based Contract.

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<sup>1</sup> Fiscal Year Total reflects actual costs and earned award fee.

<sup>2</sup> Negotiated Available Award Fee

**PART I – THE SCHEDULE**

**SECTION G**

**CONTRACT ADMINISTRATION DATA**



**PART I – THE SCHEDULE**

**SECTION G**

**CONTRACT ADMINISTRATION DATA**

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**SECTION G**

**CONTRACT ADMINISTRATION DATA**

**G.1 TECHNICAL AND ADMINISTRATIVE CORRESPONDENCE MATTERS**

To promote timely and effective administration, correspondence submitted by the contractor under this contract shall be subject to the following procedures:

- (a) Technical and Administrative Correspondence/Matters. Technical and administrative correspondence (as used herein, excludes other correspondence described in Paragraph (b)) concerning performance of this contract shall be addressed to the DOE Contracting Officer's Representative (COR)/Head of Contracting Activity (HCA) with an information copy of the correspondence to the DOE Contracting Officer and the DOE Contract Specialist.
- (b) Other Correspondence. All other correspondence, including patent or technical data issues, waivers, deviations, or modifications to the requirements, terms, or conditions of this contract, shall be addressed to the Contracting Officer (CO), with information copies of the correspondence to the DOE Contract Specialist or DOE Patent Counsel (where patent or technical data issues are involved).
- (c) Contracting Officer's address:  
Justin Dudenhefer  
Contracting Officer  
U.S. Department of Energy  
Strategic Petroleum Reserve Project Management Office  
900 Commerce Road East  
New Orleans, LA 70123  
Telephone No. 504-734-4362  
Email address: [justin.dudenhefer@spr.doe.gov](mailto:justin.dudenhefer@spr.doe.gov)
- (d) COR/HCA addresses:  
  
Paul Oosterling  
Contracting Officer's Representative/Head of Contracting Activity  
U.S. Department of Energy  
Strategic Petroleum Reserve Project Management Office  
900 Commerce Road East  
New Orleans, LA 70123  
Telephone No. 504-734-4339  
Email address: [paul.oosterling@spr.doe.gov](mailto:paul.oosterling@spr.doe.gov)

Site Level COR addresses:

Damon Bruno  
Contracting Officer's Representative  
U.S. Department of Energy  
Bayou Choctaw Storage Facility  
Strategic Petroleum Reserve  
60825 Highway 1148  
Plaquemine, LA 70764  
Telephone No. 225-692-6201  
Email address: [Damon.Bruno@spr.doe.gov](mailto:Damon.Bruno@spr.doe.gov)

Levi Gabre  
Contracting Officer's Representative  
U.S. Department of Energy  
Big Hill Storage Facility  
Strategic Petroleum Reserve  
24784 Big Hill Road  
Winnie, TX 77665  
Telephone No. 409-981-8201  
Email address: [Levi.Gabre@spr.doe.gov](mailto:Levi.Gabre@spr.doe.gov)

TBD  
Contracting Officer's Representative  
U.S. Department of Energy  
Bryan Mound Storage Facility  
Strategic Petroleum Reserve  
242 County Road  
Freeport, TX 77541  
Telephone No.  
Email address:

Ashley Thomas  
Contracting Officer's Representative  
U.S. Department of Energy  
West Hackberry Storage Facility  
Strategic Petroleum Reserve  
1450 Black Lake Road  
Hackberry, LA 70645  
Telephone No. 337-558-3201  
Email address: [Ashley.Thomas@spr.doe.gov](mailto:Ashley.Thomas@spr.doe.gov)

(e) Contract Specialist's address:

TBD

Contract Specialist

U.S. Department of Energy

Strategic Petroleum Reserve Project Management Office

900 Commerce Road East

New Orleans, LA 70123

Telephone No.

Email address:

(f) Patents/Technical Data Correspondence. Correspondence concerning patent and technical data issues shall be addressed to:

Mark D. Dvorscak

U.S. Department of Energy

Chicago Office

9800 S. Cass Avenue

Argonne, IL 60439

Telephone No. 630-252-2393

Email Address: [Mark.Dvorscak@ch.doe.gov](mailto:Mark.Dvorscak@ch.doe.gov)

## **G.2 DOE PROPERTY ADMINISTRATOR**

The Contractor may use the DOE Property Administrator as a point of contact for guidance and assistance involving property requirements. The CO shall be contacted for any matter which involves a change in any of the expressed terms and conditions of the contract. Correspondence being sent regarding the Property Administrator should be addressed to:

Michele Greco

Property Administrator

U.S. Department of Energy

Strategic Petroleum Reserve Project Management Office

900 Commerce Road East

New Orleans, LA 70123

Telephone No. 504-734-4235

Email address: [Michele.Greco@spr.doe.gov](mailto:Michele.Greco@spr.doe.gov)

### **G.3 CONTRACTOR CONTACT**

The Contractor shall identify to the CO the Contractor contact who has the authority and is responsible for managing, administering, and negotiating changes to the terms and conditions of this contract, as well as executing contract modifications on behalf of the Contractor.

Contractor Contact Address:

Paul Avery  
Senior Contracts Manager  
Fluor Federal Petroleum Operations  
850 S. Clearview Parkway  
New Orleans, LA 70123  
Telephone: 504-734-4794  
Email address: [Paul.Avery@spr.doe.gov](mailto:Paul.Avery@spr.doe.gov)

### **G.4 LIFE EXTENSION 2**

Lisa Nicholson  
Federal Project Director (FPD)  
U.S. Department of Energy  
Strategic Petroleum Reserve Project Management Office  
900 Commerce Road East  
New Orleans, LA 70123  
Telephone No. 504-734-4514  
Email address: [lisa.nicholson@spr.doe.gov](mailto:lisa.nicholson@spr.doe.gov)

Patrick Shepherd  
Deputy Federal Project Director and FPD for West Hackberry Cavern Drilling  
U.S. Department of Energy  
Strategic Petroleum Reserve Project Management Office  
900 Commerce Road East  
New Orleans, LA 70123  
Telephone No. 504-734-4044  
Email address: [patrick.shepherd@spr.doe.gov](mailto:patrick.shepherd@spr.doe.gov)

Claudia LeCompte-Johnson  
Federal Project Director – Multi-Site and GFP  
U.S. Department of Energy  
Strategic Petroleum Reserve Project Management Office  
900 Commerce Road East  
New Orleans, LA 70123  
Telephone No. 504-734-4335

Email address: [claudia.lecompte-johnson@spr.doe.gov](mailto:claudia.lecompte-johnson@spr.doe.gov)

Edwards Frost  
Bryan Mound Site Federal Project Director  
U.S. Department of Energy  
Strategic Petroleum Reserve Project Management Office  
900 Commerce Road East  
New Orleans, LA 70123  
Telephone No. 504-734-4697  
Email address: [edwards.frost@spr.doe.gov](mailto:edwards.frost@spr.doe.gov)

Christopher Pryor  
Big Hill Site Federal Project Director  
U.S. Department of Energy  
Strategic Petroleum Reserve Project Management Office  
900 Commerce Road East  
New Orleans, LA 70123  
Telephone No. 504-734-4165  
Email address: [christopher.pryor@spr.doe.gov](mailto:christopher.pryor@spr.doe.gov)

Scott Denneau  
West Hackberry Site Federal Project Director  
U.S. Department of Energy  
Strategic Petroleum Reserve Project Management Office  
900 Commerce Road East  
New Orleans, LA 70123  
Telephone No. 504-734-4807  
Email address: [scott.denneau@spr.doe.gov](mailto:scott.denneau@spr.doe.gov)

Diane Willard  
Bayou Choctaw Site Federal Project Director  
U.S. Department of Energy  
Strategic Petroleum Reserve Project Management Office  
900 Commerce Road East  
New Orleans, LA 70123  
Telephone No. 504-734-4170  
Email address: [diane.willard@spr.doe.gov](mailto:diane.willard@spr.doe.gov)

**ATTACHMENT B - WORK AUTHORIZATION DIRECTIVES**

2020-1.J	Environment	Revision 1
2020-3.	Life Extension 2 Program	Revision 2
2020-1.M	Maintenance Program	Revision 1
2020-1.Z	Major Maintenance Projects	Revision 1
2020-1.Q	Northeast Gasoline Supply Reserve (NGSR)	Revision 1
2020-1.Y	Northeast Home Heating Oil Reserve (NEHHOR)	Revision 1
2020-1.L	Operations, Cavern Integrity, and Workover	Revision 1
2020-1.H	Security Program	Revision 1
2020-1.T	Technical Support and Management	Revision 1

STRATEGIC PETROLEUM RESERVE PROJECT MANAGEMENT OFFICE  
U.S. DEPARTMENT OF ENERGY

WORK AUTHORIZATION DIRECTIVE

TO

Fluor Federal Petroleum Operations, LLC


Management and Operating (M&O) Contractor for the  
U.S. Department of Energy Strategic Petroleum Reserve

1. TITLE: Environment
- 
2. WORK AUTHORIZATION NO.: 2020-1.J      3. REVISION: 1
4. RESOURCE REQUIREMENTS:      5. PERFORMANCE PERIOD  
FROM 10/01/19 TO 09/30/20

ESTIMATED COSTS: \$3,225,360

6. SUMMARY: Revised to incorporate the Annual Operation Plan, including all Department of Energy-approved adjustments/carryover. The Estimated Costs are decreased by \$14,141 from \$3,239,501 to \$3,225,360.

7. DOE CONTRACTING OFFICER:

  
\_\_\_\_\_  
Justin Dudenhefer

3/10/20  
\_\_\_\_\_  
Issue Date



## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveEnvironmentI. DESCRIPTION OF WORK

The Contractor shall develop, implement, and maintain a comprehensive Strategic Petroleum Reserve (SPR) integrated Environmental Protection Program (to include Environmental Management System elements) that incorporates applicable Department and national environmental protection and sustainability goals. The Contractor shall maintain the pollution prevention/waste minimization program within the workplace and incorporate it into all mission statements, project plans, maintenance and operations activities. The Contractor shall develop and implement sustainable environmental stewardship in compliance with practices stated in Department of Energy (DOE) Order (O) 436.1 and aligned with the DOE Departmental Sustainability Plan - which encourages water and energy conservation, compliance with the Guiding Principles for Sustainable Buildings, and reducing the generation of wastes through source reduction, recycling, and environmentally preferable purchasing.

The Contractor shall conduct all business in a manner that will ensure the SPR complies with environmental requirements including SPR Project Management Office (SPRPMO) O 436.1A, Site Sustainability;, SPRPMO N 450.4 Implementation of Environmental, Safety and Health Contractor Requirements Documents; SPRPMO M-450.1-1B, the SPRPMO Environmental, Safety and Health Manual ; SPRPMO N 450 series SPR Environmental, Security, Safety and Health, and Emergency Preparedness Goals Fiscal Year 2020; SPRPMO 0037 Integrated Safety Management System Description; DOE Acquisition Regulation clause located at the Code of Federal Regulations, Title 48, Part 970, Section 5223-1; DOE Order 473.3A, Chg 1 (MinChg), Protection Program Operations; DOE Order 231.1B, Admin Change 1, Environment, Safety and Health Reporting;; other SPRPMO Orders and guidance; applicable DOE Orders and Guidance; and other Federal, state, and local environmental requirements, including but not limited to Hazardous Materials Regulations; the Clean Air Act; Clean Water Act; Oil Pollution Act; National Environmental Policy Act (NEPA); Resource Conservation and Recovery Act, Comprehensive Environmental Response, Compensation and Liability Act; Superfund Amendments and Reauthorization Act (SARA);

Emergency Planning and Community Right To Know Act; Safe Drinking Water Act; Coastal Zone Management Act; Endangered Species Act; National Historic Preservation Act; and applicable Executive Orders pertaining to sustainability, greenhouse gas reduction, cultural resources, floodplains, wetlands, environmental justice, procurement/recycling and pollution control.

The Contractor shall conduct environmental surveillance and monitoring, prepare routine NEPA documentation, environmental permit applications, reports, and conduct limited special studies to support this WAD.

In an advisory capacity, the M&O shall ensure that NEPA reviews are conducted and documents are prepared for all applicable agency actions. Conduct and document that NEPA reviews and documentation are conducted beginning at the conceptual stage and all modification stages. Ensure timely submission of NEPA documentation for activities received through the SPR review process. The M&O, as agent for the government, will manage documentation and required public postings, and maintain official records.

The M&O prepares routine environmental permit applications and, in recognition of its operator responsibilities, may sign applications as operator where required by the governing regulatory agency with a concurrence signature from DOE Technical Assurance and submits the environmental applications to the regulatory agency on behalf of DOE.

The M&O shall ensure that the number of permit exceedances reported on the Discharge Monitoring Reports are kept to the minimal extent practical, with a target value of a maximum allowed number of eight annually.

The M&O shall ensure that the number of reportable releases, as defined by Federal and State regulatory agencies, (this does not include any Reportable Releases that would correspond to the “Severe” or “Catastrophic” consequences as defined by the SPR Risk Coding Matrix, FFPO Document #AAA9020.1057, dated 08/2017), to the environment is to the minimal extent practical, with a stretch target value of four or less and maximum allowed number (i.e., target value) of six for the fiscal year. The reportable release cannot result in natural resource damage and must be properly mitigated/cleaned in accordance with applicable environmental guidelines.

As part of the Environmental Program, the Contractor shall maintain the SPR Environmental Management System (EMS) current, in conformance with and registered with the ISO 14001 Standard. During FY 2020, the Contractor shall

maintain the EMS to be in conformance with the ISO 14001-2015 version of the Standard by completion of a surveillance audit by an independent third party.

As a part of the Environmental Program, the Contractor shall develop, implement, and maintain a Waste Management Program to include necessary quality assurance and quality control procedures; waste sampling and analyses, characterization, and certification; waste storage areas, satellite accumulation points, segregation, container management and shipment; waste re-evaluation frequencies; hazardous waste stream profiles to include source processes and activities; exempted wastes with supporting documentation such as regulatory waivers; pollution prevention and environmentally preferable purchasing; waste minimization, reduction and recycling; waste treatment; removal, and disposal; documentation and maintenance of environmental records; assessment of environmental laboratory testing and waste treatment/storage/disposal vendors and facilities; and written procedures describing and documenting compliance with Federal, State, and local regulations and applicable DOE Orders, directives, and Executive Orders. The Contractor will act on behalf of the DOE regarding to proper waste classification, storage, representation, shipment, and disposal and represent all waste stream management in accordance with local, State, and Federal rules and regulations. The Contractor supports preparation of and signs on behalf of DOE, waste-related documents as appropriate, and provides the above activities in support of other DOE prime contractors, who will coordinate their schedules and activities with the Contractor's Environmental organization. The Contractor shall divert at least 50% of Non-Hazardous Solid Waste; divert at least 50% Construction & Disposal materials and debris; and demonstrate that the M&O has a program in place to minimize the acquisition, use, and disposal of hazardous chemicals and materials where economically feasible

The Contractor will ensure transporters are licensed, as applicable, and are included on the SPR Qualified Disposers, Recyclers, and Transporters (DRT) List. The Contractor will ensure its employees who handle or have the responsibility for those who handle and/or manage hazardous materials and/or wastes receive function-specific training at the minimum frequency required by applicable regulations.

As appropriate or as the need arises, the M&O shall provide technical and administrative support for SPR remedial actions related to facility closure, facility lease, real property acquisition, decommissioning, ground water management or ground water monitoring activities. The M&O will provide program cost estimates, schedules, and planning support; perform or procure services for site characterization activities; and perform remedial actions as authorized by the Contracting Officer, including corrective actions under Comprehensive Environmental Response, Compliance, and Liability Act (CERCLA) or Resource Conservation and Recovery Act (RCRA) and for environmental management and SPR activities.

To comply with the requirements of the Energy Independence and Security Act of 2007, the Contractor shall participate in an annual evaluation of the site real property in support of Technical Support and Management WAD No. 2020-1.T by identifying building deficiencies that affect site energy efficiency and water usage efficiency, or pose environmental hazards (e.g. lead-containing potable water fixtures). Deficiencies shall be identified, risk ranked, categorized, and dispositioned according to the requirements of the Site Sustainability Plan, the DOE Sustainability Dashboard and the TSM WAD No. 2020-1.T. Assessments should be performed at one site per year, so that each site is assessed once every four years.

The M&O shall perform the following Environmental Program activities:

A. Administration

1. The administrative function involves qualified supervision and administrative support staff. The administrative staff will perform the following general support functions for the Environmental Program:
  - a. Develop and maintain a trackable and identifiable Environmental Program Budget cross-walked with DOE Fiscal Year Budgets with briefings provided to the DOE ES&H Director as requested.
  - b. Prepare, review, and update the various permits, reports, and documents as required by DOE and regulatory agencies.
  - c. Serve as repository of SPRPMO official governmental environmental records, as required by environmental regulations and DOE Records Disposition Regulations and M-12-18, Managing Government Records Directive, dated 08/24/2012

- d. Prepare and make presentations, as necessary, to illustrate or explain relevant environmentally-related activities.
- e. Provide oversight and support of environmentally-related activities appropriate to ensure compliance.
- f. Administer M&O Contractor Environmental subcontracts affecting the environment where designated as Subcontract Manager's Technical Representative.
- g. Coordinate with DOE environmental counterparts to ensure DOE's timely awareness of environmental issues/problems, proposed regulatory requirements, and knowledge of operating procedures.
- h. Maintain current ES&H standards affecting the SPR.
- i. Participate in environmental partnerships, such as the Energy Facilities Contractors Group (EFCOG) as appropriate, for the SPR.
- j. Ensure compliance with the applicable aspects of DOE O 436.1 Departmental Sustainability, Contractor Requirements Document.
- k. Ensure compliance with DOE P 451.1, National Environmental Policy Act Compliance Program and SPRPMO Order 451.1D, National Environmental Policy Act Implementation Plan.

B. Self-Assessment Program

- 1. Conduct the environmental portion of Organizational Assessments (OAs) in accordance to M&O Organizational and Management Assessment – Version 7.0 (NOI 1000.72).
- 2. Conduct self-assessments in support of the FFPO Environmental Management System.

C. Permitting

- 1. Monitor SPR environmentally-related activities to ensure compliance with permits.

2. Maintain current status of existing and proposed regulations affecting permitting.
3. Prepare and submit permit applications for the SPR for new, renewal, modified, or existing requirements.

D. Program Elements

1. Protection of Air Quality. Ensure SPR compliance with the Clean Air Act and related Federal and State regulations and orders. Activities include source monitoring; surveillance activities; emission source and control device permitting application and maintenance; air contaminant source control operations; and reporting. Maintain and provide, as required, accurate emissions metrics.
2. Protection of Water Quality. Ensure SPR compliance with the Clean Water Act, Oil Pollution Act, Safe Drinking Water Act, and related Federal and State regulations and orders. Activities include groundwater protection; permit applications and maintenance; discharge facility treatment/control; drinking water program compliance; effluent monitoring and environmental surveillance; spill prevention, control and countermeasures; and corresponding State requirements; partnering with emergency management on maintaining spill response checklists; and reporting. Ensure timely and accurate submission, as required, of the following regulatory requirements: Coastal Zone Management Consistency Determinations; Corps of Engineers Section 10 and Section 404 Permit Applications; Discharge Permit Applications/Modifications/Reporting; Drinking Water Sampling Plans and Results and Water Metrics.
3. Solid and Hazardous Waste Generation and Control. Ensure SPR compliance with the Resource Conservation and Recovery Act and the Solid Waste Disposal Act, and related Federal and State regulations, applicable DOE Orders and Executive Orders. Activities include waste characterization, certification, accumulation, handling, removal, and disposal activities to assure conformance with applicable Federal and State regulations and orders; to assure that oversight and support are provided to operations and maintenance of facilities; and reporting. Ensure waste characterization is reviewed annually and updated as needed. Maintain and provide as required accurate Waste Summary Reports for all waste generated on SPRPMO sites. Ensure Off-Site Treatment Storage Disposal (TSD) facilities are permitted in

accordance with Federal and State requirements. Conduct assessments of Off-Site TSD facilities prior to SPRPMO use.

4. Control of Toxic Substances. Ensure SPR compliance with the Federal Insecticide, Fungicide, and Rodenticide Act; the Toxic Substance Control Act; Superfund Amendments and Reauthorization Act; the Comprehensive Environmental Response Compensation, and Liability Act; related Federal and State regulations, and applicable DOE Orders and Executive Orders.
  
5. Pollution Prevention and Waste Minimization. Ensure SPR compliance with the Pollution Prevention Act and applicable DOE Orders. Activities include maintenance of waste minimization, pollution prevention, and sustainable acquisition; to assure conformance with applicable Federal and State regulations, applicable DOE Orders and Executive Orders, and to assure that oversight and support are provided to operations and maintenance of facilities. Maintain a cost-effective pollution prevention program. Maintain and provide as required accurate sustainable acquisition statistics.



6. Management, Oversight, and Reporting. Ensure the SPR EMS maintains conformance and registration with the ISO 14001-2015 standard. The ISO 14001-2015 EMS is the supporting environmental element to the SPR Integrated Safety Management System. Provide oversight and direction of all environmental activities to assure compliance with applicable Federal, state, and local laws, regulations, applicable DOE Orders and Executive Orders. Activities include general program oversight; maintain Environmental Compliance Program; management of environmental information systems; development of environmental protection strategies and plans; coordination with Federal, state, and local regulators; environmental surveillance and monitoring; internal and external communications; community outreach; Environmental Advisory Committee; program evaluation and reporting; and ensuring compliance with the National Environmental Policy Act (NEPA), Coastal Zone Management Act, Endangered Species Act, National Historic Preservation Act, and related Federal and State regulations and orders. Ensure timely and accurate submission as required of the following regulatory requirements: air emissions permit applications/modifications; general permit review against projects; NEPA assessments, documentation, and evaluations; fee payments, permit usage, and license fees. Review and provide advice on environmental incident reports. Ensure timely and accurate submission as required of the following: environmental program briefing/project review; corrective action plans; implementing procedures (site and program); and quarterly status briefing of all the Environmental Contractor Assurance System (CAS) activities required for completion in the previous quarter.



## II. DELIVERABLES

Deliverables are classified as:

- A. Regulatory Requirements – based in law or regulation;
- B. Headquarters Requirements – driven by direction or order from DOE Head Quarters; and
- C. Local Requirements – based on agreements or direction by DOE locally.

Dates are indicated where feasible; however, should one of the below dates become inconsistent with an official milestone, the milestone shall govern. Electronic via Link to a Document Management System and hard copies are distinguished by the letters E and H, respectively. All drafts of deliverables requiring SPRPMO action (e.g., signatures) will be due 3 weeks prior to the final milestone, where reasonable, of the (CMCR) due date. All deliverables are due by the established regulatory or baseline milestone due date and will be tracked on the weekly Environmental Report, Actions and Status page projected out 30 calendar days. All deliverables will be managed according to the Environment RIDS. Deliverables include, but are not limited to, the following:

<u>Deliverable (E = Electronic via Link to a Document Management System)</u>	<u>Due</u>
A. <u>Regulatory Requirements</u>	<u>Regulatory Due Date</u>
1. Water Appropriation Report (H)	March 2
2. Annual Hazardous Waste Generator Reports (E) and (H)	March 2
3. Superfund Amendments and Reauthorization Act (SARA) Title III, Tier II Reports to Agencies (E) and (H)	March 2
4. Emission Inventory Questionnaire to Texas Commission for Environmental Quality (TCEQ) for Big Hill (E)	March 31

- |                                                                                                              |          |
|--------------------------------------------------------------------------------------------------------------|----------|
| 5. Emission Inventory Questionnaire to Texas Commission for Environmental Quality (TCEQ) for Bryan Mound (E) | March 31 |
|--------------------------------------------------------------------------------------------------------------|----------|

Deliverable (E = Electronic via Link to a Document Management System)

Due

- |                                                                                                     |                           |
|-----------------------------------------------------------------------------------------------------|---------------------------|
| 6. Toxic Release Inventory (TRI) Form R to Agencies (E)                                             | As Required by July 1     |
| 7. Pipeline T-4C Reports to Railroad Commission of Texas (RCT) (H)                                  | As Required by November 1 |
| 8. Final Discharge Monitoring Reports (Hydrostatic) to LDEQ (H)                                     | As Required               |
| 9. Corps of Engineers Section 10 and Section 404 Permit Applications (H)                            | As Required               |
| 10. General Permit Review Against Projects (H)                                                      | As Required               |
| 11. Discharge Permit Applications/Modifications (H)                                                 | As Required               |
| 12. Air Emissions Permit Applications/Modifications (H)                                             | As Required               |
| 13. NEPA Documentation/Evaluations/Categorical Exclusions (CXs)/Environmental Assessments (EAs) (E) | As Required               |
| 14. Fee Payments, Permit Usage, and License Fee (E)                                                 | As Required               |
| 15. Environmental Incident Reports (Spills, Noncompliances, Releases) (H)                           | As Required               |
| 16. Drinking Water Monitoring Plan (TCEQ Compliance) (E)                                            | As Required               |
| 17. Drinking Water Noncompliance Public Notifications (E, H)                                        | As Required               |

<u>Deliverable (E = Electronic via Link to a Document Management System)</u>	<u>Due</u>
<u>B. DOE Headquarters Requirements</u>	<u>DOE Due Date</u>
18. Quarterly Upload of Discharge Monitoring Reports Data to EPA's NetDMR for approval (E)	As Required
19. Questionnaire on FY 2019 Archeological Activities (E)	March 24 or As Activities Require
20. NEPA Supplement Analysis (E) and (H)	As Required
21. Environmental Monitoring Plan (E) and (H)	As Required, on a 5 year cycle
22. Environmental Conflict Resolution Questionnaire (E) and (H)	July 24 or As Required
23. Draft CY 2019 Site Environmental Report (E) and (H)	August 7
24. Final Draft CY 2019 Site Environmental Report (E) and (H)	August 21
25. Council for Environmental Quality Report into CARS (E)	December 10 or As Required
26. Executive Order 13287 Preserve America Report – Historic Properties (E) and (H)	As Required
27. Draft SPR Site Sustainability Plan (E)	3 weeks ahead of HQ Guidance
28. Annual SPR Sustainability Projects List Update and Management Briefing (E) and (H)	May 11
29. Annual Data Call Report on Status of EMS (E)	Per HQ Guidance

<u>Deliverable (E = Electronic via Link to a Document Management System)</u>	<u>Due</u>
<u>C. Local Requirements</u>	<u>Local Due Date</u>
30. Environmental Advisory Committee Annual Report (H)	April 28 or As Required
31. Publish Environmental Instructions Manual (E)	As Required
32. ES&H Standards Set Update (E)	October 31 or As Required January 31 or As Required April 30 or As Required, July 31 or As Required
33. ISO 14001-2015 Surveillance Audit (E)	No later than May 31
34. ISO 14001-2015 Management Review (E)	January 31, July 30 or As Required
35. Environmental CAS Update (E)	August 31 or As Required
36. Project Review Environmental/Sustainability Slides (E)	As scheduled, on a Quarterly basis
37. Weekly Environmental Report (E)	Weekly, Mondays Noon
38. Draft Budget and Schedule FY 2020 SPR Sustainability Projects List (E)	April 13
39. Final Budget and Schedule FY 2020 SPR Sustainability Projects List Initiatives (E)	May 8
40. Final Stormwater Pollution Prevention Plan – Chapter 8 SPR Pollution Prevention Plan (E) and (H)	As Required
41. Provide Input for SPR Annual Report and FE Annual ES&H Data Call	As Required
42. Contribute content to the FY 2019 Integrated System Management System Annual Review Report	As Required

<u>Deliverable (E = Electronic via Link to a Document Management System)</u>	<u>Due</u>
43. Provide Environmental Budget Briefing to DOE ESHD (E)	As Required
44. Provide Quarterly Assessment of M&O's Environmental Division Performance (E)	5 Working Days after end of Quarter
45. RCRA Section 3016 Inventory Biennial Report (E)	As Required

III. PERFORMANCE MEASURES

WAD NUMBER: 2020-1.J  
 PERFORMANCE AREA: Environment  
 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
1. Sustainable Environmental Goals			
a. Pollution Prevention and Waste Reduction.			
(1) Construction and Demolition (C&D) Materials and Debris.	(1) Divert at least 50% of construction and demolition materials and debris.	(1) 50%	(1) N/A

STRATEGIC PETROLEUM RESERVE PROJECT MANAGEMENT OFFICE  
U.S. DEPARTMENT OF ENERGY

WORK AUTHORIZATION DIRECTIVE

TO

Fluor Federal Petroleum Operations, LLC

Management and Operating (M&O) Contractor for the  
U.S. Department of Energy Strategic Petroleum Reserve

1. TITLE: Life Extension 2 Program
2. WORK AUTHORIZATION NO.: 2020-3. REVISION: 2
4. RESOURCE REQUIREMENTS: ESTIMATED COSTS: \$174,035,177
5. PERFORMANCE PERIOD  
FROM 10/01/19 TO 09/30/20
6. SUMMARY: Revised to incorporate the 75% design estimates for the Texas Sites and the revised LE2 PEMP measures.
7. DOE CONTRACTING OFFICER: Justin Dudenhefer  
4/15/2020  
Issue Date

## M&O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

### Work Authorization Directive

#### Life Extension 2 Program

#### I. DESCRIPTION OF WORK

The Life Extension 2 Program Work Authorization Directive (WAD) provides for the management, support, and execution of those activities leading up to and including projects to correct known electro-mechanical issues at the four Strategic Petroleum Reserve (SPR) storage sites. This WAD includes engineering, project planning, and integration in compliance with DOE Order 413.3B, Program and Project Management For The Acquisition of Capital Assets.

##### A. Planning

The Management and Operating (M&O) Contractor is responsible for the performance of the assigned Life Extension 2 tasks, as well as the effective coordination of other project participants. The basis for performance of the aforementioned tasks shall be the Critical Decision-1 (Approve Alternative Selection and Cost Range) and Critical Decisions-3A, 3B, and 3C, 3D (Approved Long Lead Procurement) documentation.

##### B. Execution

In accordance with the Tailoring Strategy contained in the Project Execution Plan for CD-1, the sub-projects comprising the Life Extension 2 Program will each be processed for approval of Critical Decision-2 (Approve Performance Baseline) and Critical Decision-3 (Approve Start of Construction or Execution). The approval of the sub-projects' CD-2/CD-3 is targeted to be accomplished in FY 2021. An additional early works CD-3C package (CD-3B for Bayou Choctaw) was approved in October 2019 for the preparation scopes at each site as well as an additional early works package CD-3D is planned to be submitted and approved in FY 2020. Earned Value Management System Certification for the Life Extension 2 Program will be required prior to the CD-3 approval phase. The additional scope reflected in the engineering re-plan effort includes additional wells at three SPR sites, and inundation and subsidence prevention at one SPR site.



The M&O Contractor shall perform the following activities:

1. Provide Project Management support to the DOE Federal Project Director, and perform an overall integration role.
2. Coordinate the efforts of other DOE Prime Contractors who may be engaged in Life Extension 2.
3. Commence mobilization and initiation of the Life Extension 2 Program.
4. Commence detailed Design, based on Conceptual Design Report of the CD-1 phase and approved changes.
5. Perform procurement and awards of Long-Lead or Mission Critical equipment, per the approved CD-3A, CD-3B, CD-3C, and CD-3D plans.
6. Complete EVMS internal self-assessment in FY 2020 and adhere to established Earned Value Management System.
7. Prepare documentation for Critical Decision 2 and Critical Decision 3 approval.
8. Support the Federal Project Director as the approval documentation of item 7 above is reviewed by the Office of Project Management.

II. DELIVERABLES

Deliverables for projects assigned to the M&O Contractor include the following:

<u>Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
1. Project Status Report (includes cost and schedule status, safety performances, etc.) (E)	Monthly, and as required at each Quarterly Project Review
2. Interface Meeting Minutes (E)	Weekly or more as required
3. Provide support to the DOE Federal Project Director for monthly reporting in Project Assessment and Report System II as appropriate per DOE O 413.3 (E)	First business day of the month after close-out of previous month's reporting period
4. Life Extension 2 Project Review	Monthly, held on the second Thursday of each month to be scheduled per the schedule of the Project Manager
5. Life Extension 2 specific weekly that includes a high level project update for the following (E):	Weekly, by scheduled meeting start time
5.1. Life Extension Overall	
5.2. Bayou Choctaw (BC)	
5.3. Big Hill (BH)	
5.4. Bryan Mound (BM)	
5.5. West Hackberry (WH)	
5.6. Cavern Wells	
5.7. Multi-Site (MS)	
5.8. Construction Management	
5.9. FFPO Houston Texas	
5.10. Procurement	
6. Conduct 75% and 90% Design Model Reviews, with associated engineering deliverables	Per agreed upon scheduled milestone
7. Perform Process Hazards Analysis Reviews with associated engineering deliverables.	Per agreed upon schedule milestone

Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)

Due

8. Issue 75% and 90% Estimates

Per agreed upon  
scheduled milestone

9. Ensure all Life Extension 2 specific safety and health reporting is included as part of the base program WAD requirements but is labeled as LE 2.

WAD NUMBER: 2020-1.A

PERFORMANCE AREA: Technical Support and Management – Life Extension 2 FISCAL YEAR: 2020

III. PERFORMANCE MEASURES

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
<p><b>A. Cost Control –</b> Ensure activities leading up to CD-2/CD-3 are performed in a cost-effective manner in accordance with initial baselines</p>	<p>In the period up to CD-2/CD-3, from FY 2020, the major cost categories to be managed by the M&amp;O Contractor are at the contracting quilt level at each site. These correspond to the LE 2 WBS Level 4.</p>	<p>90% of Active (at least 25% complete) or Completed Control Accounts with Cumulative Cost Performance Index (CPI) greater than or equal to .85 of the approved baseline budget.</p>	<p>90% of Active (at least 25% complete) or Completed Control Accounts with Cumulative Cost Performance Index (CPI) greater than or equal to .95 of the approved baseline budget.</p>

WAD NUMBER: 2020-1.A

PERFORMANCE AREA: Technical Support and Management – Life Extension 2 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
<p><b>B. Design Performance</b> Ensure effective management of design efforts such that performance meets standard of care of industry leading A-E firms</p>	<p>B1 90% Design/ Model/ Reviews</p>	<p>At least 80% completed within baseline schedule, or within 30 days of the schedule.</p>	<p>At least 90% completed within baseline schedule, or within 30 days of the schedule.</p>
<p><b>B. Design Performance</b> Ensure effective management of design efforts such that performance meets standards of care of industry leading A-E firms</p>	<p>B2 Integration of Safety in Design (Percentage of HAZOP recommendations dispositioned prior to 90% design submittal release)  (PHA)</p>	<p>75% of design related items complete</p>	<p>95% of design related items complete</p>

WAD NUMBER: 2020-1.A

PERFORMANCE AREA: Technical Support and Management – Life Extension 2 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
<p><b>C. Master LE2 Project Milestone Schedule</b> Ensure effective execution through management and control of project milestones.</p>	<p>C1. Percentage of each fiscal year's Level 1, 2, &amp; 3 milestones that are completed in compliance with established Control Milestone Change</p>	<p>Complete all Level 1 and at least 85% of all Level 3 milestones within 30 days of scheduled date.</p>	<p>Complete all Level 1 and 2 and at least 90% of all Level 3 milestones, within 30 days of scheduled date</p>
<p><b>C Master LE2 Project Milestone Schedule</b> Part 2- Ensure effective execution through management and control of project milestones</p>	<p>C2. Baseline Execution Index (BEI). BEI is defined as activities completed divided by activities scheduled</p>	<p>The ratio of the total number of work package activities that actually complete on or before their baseline finish date. The BEI is greater than or equal to 80%.</p>	<p>The ratio of the total number of work package activities that actually complete on or before their baseline finish date. The Baseline Execution Index is greater than or equal to 90%</p>
<p><b>D. Smart Plant Automated Outputs</b></p>	<p>Verified accurate outputs of the following:  Line list, P&amp;ID, One-line Diagrams, Instrument</p>	<p>80% of the output population is published by 90% design review.</p>	<p>90% of the output population is published by 90% design review.</p>

WAD NUMBER: 2020-1.A

PERFORMANCE AREA: Technical Support and Management – Life Extension 2 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
	Index, Equipment List, Instrument Data Sheets		
<b>E. Data Quality</b> Demonstrate “publish and retrieve” / “Publish and Compare” capability by ensuring data integrity across the SmartPlant Design tools.	Primary and Legacy tag matches across SmartPlant enterprise tools,  (Verification/validation will be by SmartPlant by Enterprise reporting capabilities)	<b>E1</b> By the final 75% design review work package, 50% tags match  <b>E2</b> By the final 90% design review work package, 75% tags match.	By the final 75% design review work package, 80% tags match.  By the final 90% design review work package, 90% tags match.

WAD NUMBER: 2020-1.A

PERFORMANCE AREA: Technical Support and Management – Life Extension 2 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
<b>E. Data Quality</b> (continued)	<b>E3</b> “Publish & Retrieve” / “Publish & Compare” functionality for primary/legacy tags  (Verification reporting will provide “what has been published,” and the latest retrievals by SPR tools)	Between four applications by April 2020	Between four applications by March 2020
<b>F. Contract Management</b> Ensure effective management of contracting efforts such that performance meets leading industry standards	<b>F1</b> Control Contract cost. Measure is of final contract value to initial award value not including changed site conditions and DOE approved changes funded by DOE contingency	15% of Award Value	10% of Award Value



WAD NUMBER: 2020-1.A

PERFORMANCE AREA: Technical Support and Management – Life Extension 2 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
<p><b>F. Contract Management</b> Ensure effective management of contracting efforts such that performance meets leading industry standards</p>	<p><b>F2</b> Control Contract Schedule in relation to original contract Period of Performance not including weather delays over and above average for time of year and by location and delays due to DOE approved changes funded by DOE contingency</p>	<60 days	<30 days
<p><b>G. 75% Cost Estimate</b></p>	<p>Complete the required 75% designs and cost Estimates for Texas sites per baselined schedule.</p>	No more than 15 days after scheduled date	By scheduled date

STRATEGIC PETROLEUM RESERVE PROJECT MANAGEMENT OFFICE  
U.S. DEPARTMENT OF ENERGY

WORK AUTHORIZATION DIRECTIVE

TO

Fluor Federal Petroleum Operations, LLC

Management and Operating (M&O) Contractor for the  
U.S. Department of Energy Strategic Petroleum Reserve

- 1. TITLE: Maintenance Program


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- 2. WORK AUTHORIZATION NO.: 2020-1.M      3. REVISION: 1
- 4. RESOURCE REQUIREMENTS:                      5. PERFORMANCE PERIOD  
FROM 10/01/19 TO 09/30/20

ESTIMATED COSTS: \$33,440,993

Change in Inventory: (\$821,740)

- 6. SUMMARY: Revised to incorporate the Annual Operation Plan, including all Department of Energy-approved adjustments/carryover. The Estimated Costs are increased by \$6,355,257 from \$27,085,736 to \$33,440,993. The Change in Inventory is decreased by \$1,711,740 from \$890,000 to (\$821,740).

- 7. DOE CONTRACTING OFFICER:   
Justin Dudenhefer

3/10/20  
Issue Date

M&O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization Directive

Maintenance Program

I. DESCRIPTION OF WORK

The Contractor shall provide the resources required to maintain the facility, equipment, vehicles, utilities, systems, and infrastructure to support drawdown readiness, drawdown, crude oil sales, and any other site activities in a safe, cost-effective, efficient, timely, and environmentally compliant manner.

Responsibilities include repair, modifications, installations, preventive maintenance, corrosion control, Recovery Program, predictive maintenance, corrective maintenance, provisioning, cataloguing, calibration, and grounds maintenance.

The Contractor, in the performance of assigned responsibilities, shall ensure compliance with SPRPMO O 433.1B, Maintenance Management Program.

The Contractor shall perform preventive maintenance in order to minimize facility or equipment failure and to enhance the reliability of systems and equipment essential for operations. The Contractor shall perform corrective maintenance to support operational requirements, and other non-compliant conditions, and establish predictive maintenance techniques to identify possible failures.

The Contractor in the process of maintaining the facilities/support equipment shall calibrate applicable equipment, evaluate current equipment configuration; remove and excess unneeded equipment, perform equipment modification, upgrades, and overhauls to include Recovery Program equipment.

The Contractor shall establish a support system that measures, evaluates, and reports on the performance of maintenance activities and the maintenance of Government assets that are leased.

The Contractor will ensure Lessees of Government-owned SPR assets perform all maintenance in accordance with the latest Government-approved lessee maintenance plan or corrective action plan approved by DOE.

The Contractor will conduct the required maintenance programs for all Government-owned equipment and assets, including both on-site and off-site locations.

## II. DELIVERABLES

Deliverables include the following:

<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
1. Monthly Maintenance Status Report (E)	15 <sup>th</sup> of the month following data cut-off date
2. Predictive Maintenance Quarterly Status Report (E)	31 calendar days following the end of the quarter
3. Site Maintenance Plan, including prioritized list of projects (E)	Each year by January 31
4. Quarterly Pump/Motor Confidence Index (PMCI) Critical Equipment Test Run Data (E)	15 <sup>th</sup> of the month following the end of the quarter

III. PERFORMANCE MEASURES

WAD NUMBER: 2020-1.M  
PERFORMANCE AREA: Maintenance Program  
FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
1. Execute a Maintenance Program at the SPR sites to support a high level of operational readiness.	The calculated Maintenance Performance Appraisal Report (MPAR) percentage reported in the monthly Maintenance Status Report.	<p>≥ 95 point fiscal year average SPR-wide and</p> <p>≥ 94 point fiscal year average at each SPR site</p>	<p>≥ 98 point fiscal year average SPR-wide and</p> <p>≥ 95 point fiscal year average at each SPR site</p>

STRATEGIC PETROLEUM RESERVE PROJECT MANAGEMENT OFFICE  
U.S. DEPARTMENT OF ENERGY

WORK AUTHORIZATION DIRECTIVE

TO

Fluor Federal Petroleum Operations, LLC

Management and Operating (M&O) Contractor for the  
U.S. Department of Energy Strategic Petroleum Reserve


1. TITLE: Major Maintenance Projects

2. WORK AUTHORIZATION NO.: 2020-1.Z      3. REVISION: 1

4. RESOURCE REQUIREMENTS:      5. PERFORMANCE PERIOD  
FROM 10/01/19 TO 09/30/20

ESTIMATED COSTS: \$18,318,715

6. SUMMARY: Revised to incorporate the Annual Operation Plan, including all Department of Energy-approved adjustments/carryover. The Estimated Costs are increased by \$3,553,830 from \$14,764,885 to \$18,318,715.

7. DOE CONTRACTING OFFICER:   
Justin Dudenhefer

3/10/20  
Issue Date

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveMajor Maintenance ProjectsI. DESCRIPTION OF WORK

The Major Maintenance Projects Program provides for the construction of Major Maintenance-funded projects. A Major Maintenance project is defined as a single undertaking involving engineering, procurement, construction, fabrication, installation, and testing or combinations thereof, which may materially add to the value of or prolong the life of a building, structure, or physical system. Major Maintenance Projects shall have a Total Estimated Cost (TEC) of \$100,000 or greater.

A. Planning

The Management and Operating (M&O) Contractor is responsible for the effective short- and long-range planning and coordination of the Major Maintenance Program. This will require the development of the appropriate documents such as Construction Project Data Sheets, Task Scopes, Enterprise Change Proposals (ECPs), Definitive Engineering Scopes (DESs), Descriptions of Work (DOWs), and the necessary budget documents to fund these tasks. The process for identifying, sponsoring, coordinating and planning the execution of Major Maintenance tasks that are required for the Strategic Petroleum Reserve's (SPR's) mission to be carried out is the M&O Contractor's responsibility. The M&O Contractor shall ensure all SPR required Environmental, Safety, Health (ES&H) and Security requirements are identified and included in technical description of tasks for the Major Maintenance Program.

The M&O Contractor is responsible for implementing, coordinating, and reporting the construction projects assigned to the M&O Contractor at the various SPR sites as well as the direct interface with the Department of Energy (DOE). The M&O Contractor's respective field organization shall directly interface with DOE. The M&O Contractor shall manage the assigned Major Maintenance tasks to assure their timely completion and shall initiate, with DOE approval, timely and appropriate actions to keep the construction contractor on schedule. The M&O Contractor shall document work progress

and actions taken to regain schedule. The M&O Contractor shall assure that all applicable ES&H regulations and procedures are complied with on assigned construction tasks. The M&O Contractor shall implement a Quality Program which effectively ensures that the assigned construction is accomplished in accordance with the contract requirements. The M&O Contractor's respective field organization shall directly manage the assigned construction activities which includes oversight of the contractor quality programs to ensure construction in compliance with the contract requirements as well as oversight of the contractors' safety programs to ensure compliance with contract requirements. The construction staff responsible for safety oversight must be knowledgeable of DOE and Occupational Safety and Health Administration standards. As required, the M&O Contractor shall provide Title III inspection services for the management of assigned construction. The Architect-Engineer (A-E), under separate prime contract to the Government, will provide Title III support limited to review of submittals, resolution of questions with the design, review of contract deviations and waivers, and special engineering services to address design problems and differing site conditions. The A-E Title III will be provided under the direction of a DOE Contracting Officer's Representative or DOE Project Engineer.

The M&O Contractor shall perform the following activities:

1. Conform to the funding and scheduling approved by the DOE in its fiscal year funding guidance and approved project authorization.
2. Before February 1, 2020, finalize the FY 2022 Major Maintenance Program and Schedule Baseline with approval of all baseline ECPs by the Project Change Control Board (PCCB). By July 1, 2020, finalize all Control Milestone Change Requests (CMCRs) with approval by the Assistant Project Manager for Systems and Projects.
3. Update the current Major Maintenance Program Baseline if approved changes occur.
4. Submit ECPs for FY 2022, Major Maintenance Program tasks no later than June 30, 2020, approved by PCCB in accordance with schedule. Deliver via workflow for review, comments, and concurrence.



5. Complete DOW/DES for FY 2021 Major Maintenance Program tasks, if required, no later than September 30, 2020, in accordance with schedule. Issue electronically for review, comment, and concurrence as applicable.
6. Maintain Cost Tracking System via Construction Cost Tracking Application (CCTA).
7. Construct the assigned projects in accordance with approved plans and specifications.
8. Ensure that approved designs of projects assigned to the M&O Contractor are not changed, except when necessary to:
  - a. Correct a design deficiency;
  - b. Correct differing site conditions;
  - c. Realize a substantial life-cycle cost benefit; or
  - d. Comply with new ES&H or Security regulations.
9. Provide construction management and inspections on the construction projects assigned to the M&O Contractor in accordance with DOE/SPR Orders. The M&O Contractor shall perform the following activities:
  - a. Support A-E Design Reviews.
  - b. Constructability Design Reviews.
  - c. Technical Evaluations of Proposals.
  - d. Cost Estimating.
  - e. Contractor Submittal Review.
  - f. Technical Coordination.
  - g. Program Planning and Scheduling.

- h. Management of Construction Projects assigned to the M&O Contractor to include:
  - (1) Contractor Surveillance.
  - (2) Inspection.
  - (3) Safety Inspection.
  - (4) Manage Government-Furnished Property (GFP).
  - (5) Management Oversight of Contractor-Furnished Property (CFP).
  - (6) Coordination of contractor activities with site operation and closeout documentation.
  - (7) Control Construction Contract changes.
  - (8) Support and/or participation in Readiness Reviews and System Startups.
  - (9) Ensure construction is accomplished on schedule and in accordance with approved designs.
  - (10) Pre-bid site visits and Pre-construction Meetings.
  - (11) Project Status.
  - (12) Cost Control Reports via CCTA.
  - (13) Checkout, Testing, and Startup, as required.
  - (14) Use and Possession.
- i. Provide as required for projects assigned to the M&O Contractor support equipment and contracted third-party services.

Approved Major Maintenance Projects and Estimated Budget are reflected in the latest approved version of the M&O 2020 AOP. The current AOP totals are \$12,002,350 for construction and \$2,762,535 for Construction Management for a total of \$ 14,764,885.

## II. DELIVERABLES

Deliverables for projects assigned to the M&O Contractor include the following:

<u>Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
1. Construction Management deliverables include the following:	
a. Project Status Report (includes schedule status, safety performances, etc.) (E)	As required at each Project Review
b. Weekly Site-Specific Report from Construction Management to each respective Senior Site Representative and DOE Project Engineer listing Construction status, concerns, problems, and proposed resolutions of problem areas, as required (E)	9 a.m., First Working Day of the Week, as required
c. Latest Revised Estimate (LRE) via CCTA (E)	Update Electronically and Present at each Project Review (as needed)
d. Construction Interface Meeting Minutes (E)	As Required
e. CM-1 Report updates via CCTA (E)	As Required
f. Checkout, Test, and Startup Records (E) and (H)	As Required
g. GFE, CFE, and Vendor Data Schedules (E)	As Required

Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)      Due

h. Complete procurement package for DOE awards (E) and (H)

Per Established Level 3 Milestones, as required

I. PERFORMANCE MEASURES

WAD NUMBER: 2020-1.Z  
PERFORMANCE AREA: Major Maintenance  
FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM and/or STRETCH	TARGET
1. Major Maintenance Cost Performance	Maintain Cost Growth within the allowable contingency (7% for construction and 3% for GFP)	More than 75% within contingency (excluding scope change)	More than 90% within contingency (excluding scope change)
2. Major Maintenance Accuracy of Government Estimate (GE) vs, Award Value	Award values are maintained within the allowable targets	+/- 20% GE vs. Award	+/- 15% GE vs. Award

STRATEGIC PETROLEUM RESERVE PROJECT MANAGEMENT OFFICE  
U.S. DEPARTMENT OF ENERGY

WORK AUTHORIZATION DIRECTIVE

TO

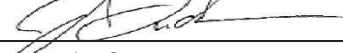
Fluor Federal Petroleum Operations, LLC

Management and Operating (M&O) Contractor for the  
U.S. Department of Energy Strategic Petroleum Reserve

1. TITLE: Northeast Gasoline Supply Reserve (NGSR)
2. WORK AUTHORIZATION NO.: 2020-1.Q      3. REVISION: 1
4. RESOURCE REQUIREMENTS:      5. PERFORMANCE PERIOD  
FROM 10/01/19 TO 09/30/20

ESTIMATED COSTS: \$63,948

6. SUMMARY: Revised to incorporate the Annual Operation Plan, including all Department of Energy-approved adjustments/carryover. The Estimated Costs are increased by \$63,948 from \$0 to \$63,948.

7. DOE CONTRACTING OFFICER:   
Justin Dudenhefer

3/10/20  
Issue Date

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization Directive

## Northeast Gasoline Supply Reserve

I. DESCRIPTION OF WORK

Perform all related tasks necessary to accomplish quality and quantity verification as associated with the acquisition, sales, and transportation of petroleum stored in the Northeast Gasoline Supply Reserve (NGSR).

- A. The Contractor shall, in accordance with written directives, perform the following operations activities:
  - 1. Manage third-party inspection contract in performing the following:
    - a. Conduct quarterly, or by request, product quantity certification, including tank gauging, and provide pertinent storage documentation electronically, assuring all is within applicable current petroleum standards and meet contractual requirements.
    - b. Observe or perform all sampling required and requested while assuring certified laboratories can perform all testing required.
    - c. From quality test results, determine and confirm that all Department of Energy (DOE) petroleum products meet or exceed specifications and contractual requirements.
    - d. Conduct testing of DOE petroleum product as requested, and assure all performed or observed testing is in accordance with approved test methods and meets contractual requirements.
    - e. For all modes of transporting and custody or title transfer of DOE petroleum products: observe sampling and testing or obtain test results; observe loading if applicable; determine and confirm proper quantities; assist in completing or obtain copies of the appropriate documentation and provide electronic copies; assure

all aspects of product movement are within contractual requirements.

- f. Assist the DOE designated Independent Auditor in inventory verification and sampling analyses.
  - 1. Maintain detailed records and publish monthly SPR inventory in the NSGR.

II. DELIVERABLES

Deliverables include the following:

Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)

Due

- 1. Provide certifications, inspection reports and associated documents in support of storage and movement of product, as required.

As Required

III. PERFORMANCE MEASURES

None.



STRATEGIC PETROLEUM RESERVE PROJECT MANAGEMENT OFFICE  
U.S. DEPARTMENT OF ENERGY

WORK AUTHORIZATION DIRECTIVE

TO

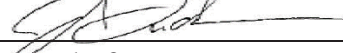
Fluor Federal Petroleum Operations, LLC

Management and Operating (M&O) Contractor for the  
U.S. Department of Energy Strategic Petroleum Reserve

1. TITLE: Northeast Home Heating Oil Reserve (NEHHOR)
2. WORK AUTHORIZATION NO.: 2020-1.Y      3. REVISION: 1
4. RESOURCE REQUIREMENTS:      5. PERFORMANCE PERIOD  
FROM 10/01/19 TO 09/30/20

ESTIMATED COSTS: \$30,976

6. SUMMARY: Revised to incorporate the Annual Operation Plan, including all Department of Energy-approved adjustments/carryover. The Estimated Costs are increased by \$30,976 from \$0 to \$30,976.

7. DOE CONTRACTING OFFICER:   
Justin Dudenhefer

3/10/20  
Issue Date

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveNortheast Home Heating Oil ReserveI. DESCRIPTION OF WORK

Perform all related tasks necessary to accomplish quality and quantity verification as associated with the acquisition, sales, and transportation of heating oil stored in the Northeast Home Heating Oil Reserve (NEHHOR).

A. The Contractor shall, in accordance with written directives, perform the following operations activities:

1. Manage third-party inspection contract in performing the following:

- a. Conduct quarterly, or by request, product quantity certification, including tank gauging, and provide pertinent storage documentation electronically, assuring all is within applicable current heating oil standards and meet contractual requirements.
- b. Observe or perform all sampling required and requested while assuring certified laboratories can perform all testing required.
- c. From quality test results, determine and confirm that all Department of Energy (DOE) home heating oil products meet or exceed specifications and contractual requirements.
- d. Conduct testing of DOE home heating oil products as requested, and assure all performed or observed testing is in accordance with approved test methods and meets contractual requirements.
- e. For all modes of transporting and custody or title transfer of DOE home heating oil products: observe sampling and testing or obtain test results; observe loading if applicable; determine and confirm proper quantities; assist in completing or obtain copies of the appropriate documentation and provide electronic copies;

assure all aspects of product movement are within contractual requirements.

- f. Assist the DOE designated Independent Auditor in inventory verification and sampling analyses.

- 2. Maintain detailed records and publish monthly SPR inventory in the NEHHOR.

## II. DELIVERABLES

Deliverables include the following:

Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)

Due

- 1. Provide certifications, inspection reports and associated documents in support of storage and movement of product, as required.

As Required

## III. PERFORMANCE MEASURES

None.

STRATEGIC PETROLEUM RESERVE PROJECT MANAGEMENT OFFICE  
U.S. DEPARTMENT OF ENERGY

WORK AUTHORIZATION DIRECTIVE

TO


Fluor Federal Petroleum Operations, LLC

Management and Operating (M&O) Contractor for the  
U.S. Department of Energy Strategic Petroleum Reserve

- 1. TITLE: Operations, Cavern Integrity, and Workover
- 2. WORK AUTHORIZATION NO.: 2020-1.L      3. REVISION: 1
- 4. RESOURCE REQUIREMENTS:      5. PERFORMANCE PERIOD  
FROM 10/01/19 TO 09/30/20

ESTIMATED COSTS: \$33,696,339

- 6. SUMMARY: Revised to incorporate the Annual Operation Plan, including all Department of Energy-approved adjustments/carryover. The Estimated Costs are decreased by \$1,645,790 from \$35,342,129 to \$33,696,339.

- 7. DOE CONTRACTING OFFICER:   
Justin Dudenhefer

3/10/20  
Issue Date

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveSection A – OperationsI. DESCRIPTION OF WORK

- A. The Contractor shall, in accordance with written directives, perform the following New Orleans operations activities:
1. Provide management and support necessary to operate the Strategic Petroleum Reserve (SPR) facilities in a safe, effective, efficient, timely, and environmentally compliant manner consistent with Department of Energy (DOE) objectives and requirements ensuring compliance with current DOE Conduct of Operations regulations, Occurrence Reporting and Processing System requirements, and DOE Corporate Operating Experience Program.
  2. Direct operations activities to ensure that all phases of operational readiness are scheduled and maintained with particular emphasis on drawdown-critical activities.
  3. Provide oversight of fluid movement operations (crude oil, raw water, and brine).
  4. Ensure that site-specific configurations and operations procedures at all sites are in compliance with established design and performance criteria, incorporating proposed conceptual and detailed designs for site modifications as necessary.
  5. Manage the SPR day-to-day execution of solution-mining, oil fill, storage, removal, drawdown, oil exchanges, abandonment, and operations.
  6. Coordinate the off-loading and lifting of oil at commercial terminals and its temporary storage in DOE and/or commercial tanks.

7. Prepare crude oil loss investigation reports to include findings and recommendations for losses that exceed 100 net barrels per incident to support the Crude Oil Accountability Review Board.
8. Participate in the planning and execution of drawdown simulations, Systems Test Exercises (STEs), Recovery Program Exercises (RPXs), readiness reviews, exercises, and withdrawals of SPR oil, utilizing computer models (e.g. PCTM) when possible to analyze operational scenarios. Develop and implement formal Drawdown Readiness Program Plan, to include training and performance evaluation components.
9. Manage the Operations Control Center for gathering and disseminating data on operations and maintenance of the SPR sites. Operate the Command Center during drawdown, emergencies, and exercises.
10. Operate communications system established by the States of Louisiana and Texas for mutual notification of excavation or other construction activities which could possibly threaten underground utilities or pipelines.
11. Manage and operate the SPR Aviation Program in accordance with the Aviation Implementation Plan.
12. Develop and maintain computerized operations models for drawdown, distribution, and terminalling activities.
13. Ensure recovery capability for drawdown, to include equipment, personnel training, and all required procedures/guidelines.
14. Ensure that the SPR on-site laboratories and oil sample storage facilities are maintained in an operational readiness state to support SPR operations.
15. Maintain detailed records and publish monthly the SPR inventory in underground cavern storage, aboveground storage tanks, and cross-country and on-site pipelines, commercial terminals, and leased facilities.
16. Develop and implement the 10-year cavern and gas regain sampling programs, including a monthly schedule update on these programs. Also, provide technical support, as requested, for Program Office Contract for Crude Oil Assay Analysis Services.

17. Manage the SPR crude oil quality control program, including those actions associated with sampling, analysis, metering, data recording and reporting, and upgrades/downgrades.
18. Maintain status summary of terminal storage, costs, throughput capability, and operational variances, perform Terminal Distribution Readiness Assessments every 2 years (or as needed), and assist in creation of written report.
19. Implement and manage those actions involved in the inspection and verification of the quantity of crude oil during its receipt, handling, transport, storage, and custody transfer. Perform trend analysis of oil movement variances.
20. Manage the SPR Energy Management Program in accordance with Federal laws, DOE Orders, and other directives. This program applies to the management of all energy resources, including electricity, water, and fuels (diesel, gasoline, propane, and natural gas).
21. Collect, analyze, and maintain utility usage data, to include real-time monitoring and forecasting of electrical usage/demand, load management, and utility usage/cost study activities.
22. Define and implement energy efficiency and transportation programs, to include facilities surveys and energy awareness programs.
23. Ensure renewable energy purchases are at levels consistent with current guidelines in EPACT 2005, Executive Orders 13423 and 13514, and other directives.
24. Support negotiations with, and administer utility power contracts.
25. Implement vapor pressure management plans, to include sampling and other field measurement programs. This includes real-time Degas Plant data on the Vapor Pressure Program.
26. Assist in preparation of annual operations-related budgets and conduct operations in accordance with approved funding allocations.

27. Manage the operation of the Foreign Trade Zone (FTZ) activities at the DOE SPR, to include customs compliance reporting and development of the Annual FTZ Report.
28. Maintain and keep current the SPR Crude Oil Sample Management Organizational System (COSMOS).
29. Support DOE in negotiations, awards, and contract administration, including drawdown, oil sales/purchase, petroleum product purchase/storage/sales, exchange contractors, lease agreements, terminal contracts, and connection agreements.
30. Maintain and keep current pigging frequency documentation to enable analysis of data and history on both DOE-operated and DOE-leased pipelines.
31. Conduct successful quarterly tests for a minimum of 1.5 consecutive hours (unless more run-time is needed to reach operating temperature or stable flow) on drawdown-critical pumps and motors. Also, conduct successful quarterly tests on drawdown-critical equipment to include all meters, provers, samplers and densitometers.
32. Provide notification of and monitor off-site drilling and seismic activities in the vicinity of the sites.
33. Manage the Superfund Tax Liability and the Oil Spill Liability Trust Fund Tax, providing current reports as needed and remaining up to date on law changes and reporting requirements for drawdown and oil sales.
34. Manage the Texas Coastal Protection Fee and Port/Waterway Fees, providing reports as needed, and proofing invoices for rebilling to oil purchasers.
35. Manage the day-to-day activities associated with the oil logistics programs. Maintain and update the SPR Website with the oil logistics, delivery, and receipt information, perform reconciliations of quantities owned and received, and quality differentials.
36. Maintain and update as necessary the Crude Oil Valuation Assessment Tracking System (COVATS), Platts and Argus oil pricing/information service as required by DOE requirements.
37. Support DOE annual Lease Evaluation of leased pipelines and terminals by monitoring and evaluating Lessee operations and maintenance



activities and submitting written reports, including compiling and organizing final assessment report with all associated photo media.

38. Manage contracts, including third-party inspection, H<sub>2</sub>S scavenger procurement, and crude oil trading consultant as required by DOE.
  39. Conduct Annual Assessment of Terminals Emergency Power Generation as required by DOE.
  40. Review M&O Contractor Procedure Publications relating to Crude Oil Operations and Management on an annual basis, and update if applicable.
  41. Provide review and input/updates for the FE Headquarters published yearly "SPR Annual Report for the Calendar Year."
  42. Assist DOE in contract re-solicitations for DOE Leased Assets and for procurement of Terminal Readiness and Drawdown Services.
  43. Maintain and keep current the SPR DocuSign digital signature service (or other service) approving crude oil measurement documentation.
  44. Provide support to DOE by M&O contractor procurement of Crude Oil Terminalling Services.
- B. The Contractor shall, in accordance with written directives, perform the following site operations activities:
1. Operate the SPR facilities in a safe, effective, efficient, timely and environmentally compliant manner in accordance with Levels I, II and III criteria, and the DOE-approved Operating Manuals and Procedures, ensuring compliance with current DOE Conduct of Operations regulations, Occurrence Reporting and Processing System requirements, and DOE Corporate Operating Experience Program.
  2. Perform integrated operational and site planning to assure adequate preparation, necessary resources, and formal scheduling of all SPR activities to achieve program objectives.
  3. Ensure that site-specific configurations and operations procedures are in compliance with established design and performance criteria.

4. Manage the site day-to-day execution of fluid movements to include oil fill, oil recirculation, brine disposal, drawdown, oil sales, emergency and non-emergency exchange, and emergency preparedness.
5. Participate in the planning and execution of drawdown simulations, exercises, STEs, and withdrawals of site oil.
6. Operate, test, and maintain the SPR pipelines in accordance with State and Federal regulatory requirements.
7. Perform Control Room operations which include monitoring and operation of Control Room equipment, communications, and maintenance of logs on all pertinent events occurring on site.
8. Manage remote operations that require field monitoring such as Raw Water Intake Structures.
9. Conduct all assigned Recovery operations to include planning, site preparation/decommissioning, equipment usage/warehousing, including equipment cleaning and preservation and personnel utilization/training.
10. Assist with all field activities related to vapor pressure management programs.
11. Manage and operate the SPR on-site laboratories and the Big Hill crude sample storage facility, providing oversight and assuming responsibility and accountability for the management and oversight functions in the laboratory, in support of SPR programs for crude oil quality and environmental requirements.
12. Ensure that proper permits are issued to maintenance and subcontractor personnel and that safety and environmental procedures are followed.
13. Coordinate crude oil movements with pipeline operators ensuring the sites are fully informed of schedules.
14. Coordinate the development and implementation of site budgets. These budgets should include support equipment requirements, vehicle requirements/acquisitions and paint projects.
15. Coordinate any request for funding submitted to the Change Control Board.

II. DELIVERABLES

Deliverables include the following:

<u>Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
1. Daily Site Report and Degas Plant Readiness Report to include Operations, In-Line Pump and Motor Status, and Daily Oil Movements and any crude oil out of specification (E)	Daily by 0700 hours
2. SPR Oil Inventory Report (E)	On or before the 10th working day following report month
3. Weekly FE Webpage Crude Oil Inventory Information Status Report as required (E)	Monday by noon
4. Reconciliation Report of SPR Crude Oil Inventory Stored in Leased Facilities and Commercial Terminals (E)	5 calendar days after receipt of report
5. Crude Oil Transfer Measurement and Variance Investigation Report, including trending analysis (H)	30 calendar days after month end
6. Oil Movement Variance Trend Analysis (E)	End of calendar year, due February 1
7. Notification Report of SPR Crude Oil Variances (E)	3 calendar days after completion of movement
8. Reconciliation Report of Terminal Invoices to ensure accuracy (E)	4 days after receipt of invoice
9. Reconciliation of accuracy of lease agreement of monthly invoices/statements (E)	5 workdays after receipt of report/invoice
10. Written waiver request on crude oil quality anomalies (E)	2 workdays of initial verbal request

<u>Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
11. Quarterly Report by Site and Cavern on Crude and Oil Streams Received (E)	15 calendar days after quarter end
12. Cargo Preference Compliance Status Report as requested (E)	Quarterly, 15 calendar days following report period
13. Year-End Crude Oil Inventory Report (E)	The last workday of January each year for the period ending December 31
14. Drawdown and Distribution, Receipts and Fill Configuration Charts (H)	End of month following the previous quarter
15. Drawdown Readiness and Capability (RECAP) Report/SPR Exchange Readiness Report (SPREX) (E) and (H)	20 calendar days after quarter end
16. Provide FTZ Annual Report (E)	45 calendar days after end of calendar year
17. Energy Management Activities:	
• Updated Energy Management Plan Report and Consolidated Energy Data Report (CEDR) (E) and (H)	By Milestone date
• Energy Independence Security Act (EISA) Section 432 or as amended (E) and (H)	Each year by June 15
18. Status Report of Implementation of E2P2 Program (E)	15 calendar days after quarter end
19. Updated Drawdown Implementation Manual (DIM) and Exchange Manual (E) and (H)	Biennially by September 30
20. Completion of an EAGLE or PRIDE Exercise Report (E) and (H)	By Milestone dates
21. Updated Drawdown Readiness Plan (5-Year STE Matrix) (E) and (H)	Each year by August 31

Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)Due

- |                                                                                                                                                           |                                                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|
| 22. Interim System Test Exercise Reports indicating the M&O contractor's initial assessment of achieving exercise objectives (E)                          | Within 20 calendar days after completion of exercise |
| 23. Planning document for System Test Exercise and Tabletop Exercises, including briefing to senior staff (E) and (H)                                     | 60 calendar days prior to exercise initiation        |
| 24. Results of various System Test Exercises:                                                                                                             |                                                      |
| <ul style="list-style-type: none"> <li>• Tabletop Exercise Reports (E)</li> </ul>                                                                         | 45 calendar days after exercise briefing             |
| <ul style="list-style-type: none"> <li>• Final Completion Reports for STEs, including briefing to senior staff (E)</li> </ul>                             | Within 60 calendar days after exercise completion    |
| <ul style="list-style-type: none"> <li>• Final Reports for Recovery Test (E)</li> </ul>                                                                   | 75 calendar days after exercise                      |
| 25. Pipeline Leak Detection Report                                                                                                                        |                                                      |
| <ul style="list-style-type: none"> <li>• Static (E) and (H)</li> </ul>                                                                                    | Annually, 30 calendar days after test                |
| <ul style="list-style-type: none"> <li>• Dynamic (E) and (H)</li> </ul>                                                                                   | Biennially, 30 calendar days after test              |
| 26. A monthly site Fire Protection Inspection Report to each respective SSR (E)                                                                           | 15 <sup>th</sup> calendar day of each month          |
| 27. Quarterly National Pollutant Discharge Elimination System (NPDES) Discharge Monitoring Reports (DMRs) to the SSR and the appropriate State Agency (H) | 18 calendar days after the quarter end               |
| 28. Quarterly Aviation Usage Report in the Federal Aviation Interactive Reporting System (FAIRS) and Aviation Performance Data (E)                        | 30 calendar days after end of quarter being reported |
| 29. Annual 10-Year Cavern Sampling Plan (E) and (H)                                                                                                       | 30 calendar days after end of quarter being reported |

Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)Due

- |                                                                                                                                                                    |                                                         |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|
| 30. Record Exchange Program Premium Barrels monthly in COVATS, if applicable                                                                                       | 8th workday of each month                               |
| NOTE: These receivable barrels must be distinguished from any other receivables listed, such as Exchange barrels) (E)                                              |                                                         |
| 31. Provide report identifying crude oil prices for Exchange base contract, crude substitution, and premium barrels, if applicable                                 | 5th workday of each month                               |
| NOTE: Include crude stream and barrel type (E)                                                                                                                     |                                                         |
| 32. Provide notification when Exchange return oil volumes reach contracted stipulated percentage, if applicable (as it relates to Letters of Credit Reduction) (E) | Within 7 business days of achieving targeted percentage |
| 33. Annual Assessment of Terminals Emergency Power Generation (E) and (H)                                                                                          | By Milestone date                                       |
| 34. Weekly Cavern Inventory Status Report (E)                                                                                                                      | Every Wednesday by 10 a.m.                              |
| 35. Weekly Oil Sales Report (E) including related supplemental reports, when required                                                                              | Every Wednesday by 11 a.m.                              |
| 36. Daily Oil Sales schedule (E)                                                                                                                                   | Every day by 9 a.m.                                     |
| 37. Provide Bryan Mound Electrical Power Invoice validation form within 7 days of M&O contractor receipt of invoice for review                                     | Within 7 days of invoice receipt                        |

**III. PERFORMANCE MEASURES**

WAD NUMBER: 2020-1.L  
 PERFORMANCE AREA: Section A – Operations  
 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
1. Drawdown Rate – Ensure the SPR’s capability to respond to an energy emergency consistent with the established drawdown criteria.	90-day drawdown rate in barrels per day (12-month average)	N/A	Meet drawdown rate of 4.22 Million Barrels Per Day (12-month average)
2. Perform crude oil deliveries from/to SPR in accordance with approved withdrawal/fill plans.	Successfully execute 100 percent of the required oil movements, as required, including drawdown, oil sales, exchange, and emergency relief.	N/A	100 percent

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveSection B – Cavern Integrity and WorkoversI. DESCRIPTION OF WORK

- A. The Contractor shall, in accordance with written directives, perform the following New Orleans Cavern Integrity and Workover activities:
1. Manage and operate the Strategic Petroleum Reserve (SPR) cavern integrity and workover program in a safe, effective, efficient, timely and environmentally compliant manner consistent with Department of Energy (DOE) objectives and requirements ensuring compliance with current DOE Conduct of Operations, and Occurrence Reporting and Processing System requirements.
  2. Ensure that site specific configurations and operations procedures at all sites are in compliance with established design and performance criteria.
  3. Support the day-to-day execution of the SPR Fluid Movement, oil fill, drawdown, oil sales, and exchange programs.
  4. Assure all the applicable regulatory requirements for the SPR wells, caverns, workovers, etc. are timely met.
  5. Develop workover procedures and schedules. Assure workover materials and subcontracts are ordered and ready when needed to support rig operations without delays. Initiate all work orders to support the approved workover schedule.
  6. Develop and recommend engineering solutions to downhole and wellhead problems.
- B. The Contractor shall, in accordance with written directives, perform the following site cavern integrity and workover activities:
1. Maintain the Government-owned caverns, brine disposal wells, and associated wellhead and downhole equipment in accordance with Levels



I, II, and III Criteria, and DOE-approved Operating Manuals and Procedures in a safe, efficient, and environmentally compliant manner.

2. Ensure that the DOE and leased workover rigs, wellheads, and downhole equipment are operated and maintained within their prescribed operational parameters and in compliance with all applicable DOE, SPRPMO, and Regulatory Orders.
3. Provide integrated cavern and workover planning to assure adequate preparation, necessary resources, and formal scheduling of all cavern and well activities to achieve program objectives.
4. Maintain an accurate and accessible well database, including downhole configuration details, drawings, sonar data, wireline information and other relevant data.
5. Monitor and analyze storage cavern and well data to ensure that caverns are operated in compliance with established design and performance criteria. Input daily site cavern data into cavern integrity monitoring software, CAVEMAN, using a standardized form for all sites.
6. Monitor and analyze disposal well data to ensure that wells are operated in compliance with established design and performance criteria.
7. Ensure that the SPR caverns, cavern wells, and brine disposal wells are operated, tested, and maintained in accordance with DOE Orders, and State and Federal regulatory requirements.
8. Ensure that proper permits are issued to workover and subcontractor personnel, and that safety and environmental procedures are followed.
9. Ensure that cavern pressures are closely monitored to identify report and address anomalous trends to assure integrity of the storage caverns. Upon identification of any anomalous trending, immediately establish 2-way communication with the DOE M&O APM and DOE Cavern Integrity management within 24 hours.

## II. DELIVERABLES

Deliverables include the following:

<u>Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
1. Daily Cavern (E)	Daily
2. Daily Workover Activities (E)	Daily
3. Weekly Cavern Operations Report by Site (E)	Weekly, by noon Tuesday
4. Cavern Capacity, Inventory, Ullage, and Volumes Reports (E)	15 working days following end of month being reported
5. Quarterly Cavern Ullage Management Tool (E)	15 working days following the end of the quarter
6. Quarterly Disposal Well Report (E)	30 calendar days following the end of the quarter
7. Annual Casing Failure/Loss Report (E)	October 30, 2020
8. Annual Cavern Volume Report to include analysis technique used, permitted cavern capacity, actual cavern capacity, and permitted cavern volume (E)	Each year by January 31 (Permit requirement in accordance with Railroad Commission of Texas as required by Texas Rule 95)
9. Annual Cavern Creep Validation Report (E) and (H)	October 30, 2020
10. Cavern Mechanical Integrity Test Reports (E) and (H)	30 calendar days following end of test

<u>Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
11. Workover Completion Reports to the SSR and SPRPMO (E) and (H)	30 calendar days following completion of the workover
12. Workover Management Plan/Procedures (Workover Execution Plan) (E)	Final due 5 calendar days prior to commencement of work
13. Cavern Mechanical Integrity Test Procedures (E)	Final due 5 calendar days prior to commencement of work
14. Wireline Procedures (E)	Final due 2 working days prior to CRC, if held, or prior to work commencing if CRC not held
15. Cavern Pressure Control Validation (E)	Weekly, by noon Monday Quarterly by 5 working days following end of quarter
16. Inspection of downhole cemented casing with caliper surveys and video surveys if deemed necessary (E)	Not to exceed 10 years per DOE and State requirements
17. Texas Regulatory Requirements	
(a) Annual Well Monitoring Report Underground Storage in Salt Formations (H-10-H) (H)	Railroad Commission of Texas as required by Texas Rule 95
(b) Oil Well Potential Test, Completion or Recompletion Report and Log (W-2) (Rule 16 and 51) (H)	Railroad Commission of Texas as required by Texas Rule 95

Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)Due

- (c) Review sonar histories to assure any cavern due for survey to meet either DOE 10-year requirement or an agreed-upon deliverable and approach is performed. In addition, perform surveys as needed after a drawdown or when there is a major salt fall or other problem that may have caused a significant change in cavern configuration. (E) and (H)

Not to exceed 10 years or other agreed-upon durations

## 18. Louisiana Regulatory Requirements

- (a) Annual Brine Injection Report (UIC-10) (electronic link to web site as report is completed) (E)
- (b) Semiannual 29-M Cavern Safety Inspection (electronic link to web site as report is completed) (E)
- (c) Downhole Wireline Surveys, Sonars, Well Histories, and Work Resumes (UIC-17) (H)
- (d) Sonar Survey (performed every 5 years, or as soon as possible thereafter, with approved deviation) (E) and (H)

Louisiana Department of Natural Resources Injection and Mining Division, as required by State-wide Order 29B

Louisiana Department of Natural Resources Injection and Mining Division, as required by State-wide Order 29M

Louisiana Department of Natural Resources Injection and Mining Division, as required by State-wide Order 29B and 29M

Not to exceed 5 years, unless deviation has been granted

Deliverables (E = Electronic via Link to a Document  
Management System, H = Hardcopy)

Due

- |                                                                                                                                             |                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| (e) Class II Storage Well Weekly Monitoring Log (UIC-44) (H)                                                                                | Due quarterly no later than 15 days from the end of the quarter |
| 19. Surveillance report identifying the drilling and seismic activities in the vicinity of each SPR site, excluding New Orleans (E) and (H) | Semiannually, by January 15 and July 15                         |
| 20. Workover Performance Chart to the SSR and the SPRPMO (E)                                                                                | 30 calendar days following completion of the workover           |
| 21. Quarterly annuls pressure monitoring and improvement report                                                                             | October 30, 2020                                                |

**III. PERFORMANCE MEASURES**

**WAD NUMBER:** 2020-1.1  
**PERFORMANCE AREA:** Section B– Cavern Integrity and Workovers  
**FISCAL YEAR:** 2020

	<b>PERFORMANCE MEASURE</b>	<b>FY 2020 OUTPUT</b>	
		<b>MINIMUM</b>	<b>TARGET</b>
1. Cavern Remediation Workover Program – Ensure safe and successful execution of the FY 2020 cavern remediation workover program.	Utilizing the DOE rig or the Leased rig, and based on an approved priority-focused schedule, develop procedures for and safely execute remediation type workovers of caverns on the SPR.	1 A completed remediation of the wellbore will be deemed successful if the follow-up MIT passes.	1 A completed remediation of the wellbore will be deemed successful if the follow-up MIT passes.
2. Cavern Brine Diagnostic Workover Program – Ensure safe and successful execution of the FY 2020 workover program.	Utilizing the DOE rig or the Leased rig, and based on an approved priority-focused schedule, develop procedures for and safely execute diagnostic type workovers of caverns on the SPR.	8	9

STRATEGIC PETROLEUM RESERVE PROJECT MANAGEMENT OFFICE  
U.S. DEPARTMENT OF ENERGY

WORK AUTHORIZATION DIRECTIVE

TO

Fluor Federal Petroleum Operations, LLC

Management and Operating (M&O) Contractor for the  
U.S. Department of Energy Strategic Petroleum Reserve


1. TITLE: Security Program

2. WORK AUTHORIZATION NO.: 2020-1.H      3. REVISION: 1

4. RESOURCE REQUIREMENTS:      5. PERFORMANCE PERIOD  
FROM 10/01/19 TO 09/30/20

ESTIMATED COSTS: \$22,357,576

6. SUMMARY: Revised to incorporate the Annual Operation Plan, including all Department of Energy-approved adjustments/carryover. The Estimated Costs are decreased by \$325,397 from \$22,682,973 to \$22,357,576.

7. DOE CONTRACTING OFFICER:   
Justin Dudenhefer

3/10/20  
Issue Date

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveSecurity ProgramI. DESCRIPTION OF WORK

The M&O Contractor manages the Department of Energy (DOE) Strategic Petroleum Reserve (SPR) Security Program, ensuring the protection of people, drawdown and crude oil flow operations, information, equipment, and resources, while sustaining a high state of readiness to respond to normal and emergency incidents. The following work synopsis are requirements in the Contractor Requirements Document (CRD), Federal and DOE regulations and laws for 2020.

- A. The Contractor must ensure protection force officers are fully trained, possess the proper security clearance, and are qualified to accomplish the DOE and SPR mission.
- B. The Contractor must manage an explosive detection program that promotes the SPR Protection Strategy defined in the SPR Site Security Plan. There are two elements to the program: explosive detection teams and explosive detection technology. An Explosive Detection Team is a fully trained and certified handler and canine. The program should address both the health and longevity of the canine, as well as filling canine vacancies. The program should also address effective explosive detection technologies employed at the SPR sites to complement the teams noted above.
- C. The Contractor must ensure the SPR has a strong access control program. This is accomplished by conducting local background checks, Personal Identification Verification (PIV), and security clearances in accordance with HSPD-12, REAL ID, and DOE Orders.
- D. Security technical support and protection operations must achieve and sustain “high operational security system effectiveness,” based on intelligence and a vulnerability/risk analysis approved by DOE.
- E. Physical Security Systems coupled with the Protection Force provides the foundation to execute the SPR Site Security Plan protection strategy. Physical Security Systems include: internal and perimeter lighting, barriers, clear zones, fencing, interior and exterior intrusion detection alarm and assessment systems, as well as tactical vehicles.



- F. The Contractor must immediately report and document all Incidents of Security Concern (IOSC) in accordance with DOE O 470.4B, Attachment 5 and the SPR IOSC Plan. Reporting includes any incident that affects the health and safety of all personnel. However, according to DOE O 470.4B and the SPR IOSC Plan, we have 5 calendar days to make the initial categorization. DOE O 470.4B, Attachment 5, Para 3.a.(1) states, “The clock starts when a potential incident is brought to the attention of management. At that point, the site has a maximum of 5 calendar days to conduct the preliminary inquiry, to make the initial categorization, and to perform the initial notifications.” The SPR IOSC Plan states, “Within 5 calendar days of being confirmed as an incident, it must be categorized according to the significance of the incident as either a Category A Incident or Category B Incident. The clock starts when a potential incident is brought to the attention of the M&O Contractor.”
- G. The Contractor must develop intelligence collection and sharing relationships with local, state, and federal intelligence agencies.
- H. In addition to accomplishing specifically assigned tasks, the Contractor performs SPR-wide protection functions which reflect sound business practices and which are an integral part of doing business with the government. The Contractor, in the performance of assigned responsibilities, must ensure compliance with current requirements, including annual review and revising implementation plans.
- I. The contractor must accurately execute DOE and SPR requirements for Unclassified Foreign Visits and Assignments.
- J. The contractor must complete and track milestones that ensures the Design Basis Threat Implementation Plan is completed before or on schedule.

II. DELIVERABLES

Deliverables (E = Electronic via a Link to a Document Management System, H = Hardcopy, when requested)

Due

- |                                                                                                                                                                                                                                                                                                                                   |                                                                           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| 1. Submit a report that captures the Security Protective Force Contractor Activity, to include staffing and attrition rates and overtime costs. (E)                                                                                                                                                                               | 10 <sup>th</sup> of each month                                            |
| 2. Submit one electronic document that captures the weekly Alarm Display and Annunciation System (ADAS) Summary of Outages and the work order number to repair the outage. This includes detection and assessment systems. The report must also report the number of outages repaired the previous week by work order number. (E) | Monday of each week                                                       |
| 3. Weekly comprehension Situation Report (SITREP) for all sites                                                                                                                                                                                                                                                                   |                                                                           |
| 4. Submit a daily SPR Security Alarm Status Feeder Report for each site                                                                                                                                                                                                                                                           | This includes the availability of Physical Security Systems for each site |
| 5. Submit a: "Security Self-Assessment" Trend Analysis that captures findings and observations for the year for all sites                                                                                                                                                                                                         | 1 <sup>st</sup> week of November CY 2020                                  |
| 6. Status of all open Assessment Tracking System (ATS), Control Milestone Change Request (CMCR), and Department of Energy Action Tracking (DAT) action items. (E)                                                                                                                                                                 | By the 5 <sup>th</sup> duty day each month                                |
| 7. Submit to the Director, SEOD, the Security Self-Assessment Rollup Report for all sites. (E)                                                                                                                                                                                                                                    | November 15, 2019                                                         |
| 8. Submit SPR 2020 Site Security Plan. (H)                                                                                                                                                                                                                                                                                        | February 23, 2020                                                         |

<u>Deliverables (E = Electronic via a Link to a Document Management System, H = Hardcopy, when requested)</u>	<u>Due</u>
9. Submit after-action-report for Protective Force semiannual weapons qualifications. (E)	July 27, 2020
10. Submit Perimeter Intrusion Detection System Performance Testing for Bayou Choctaw, West Hackberry, Big Hill, and Bryan Mound results. This includes tracking and trending deficiencies and corrective action plan. (E)	October 1, 2020
11. Submit updated approved Security Operations Manual (SOM). (E) and (H)	July 20, 2020
12. Submit a security education and awareness training report of all employees completing the annual security briefing. (E)	February 15, 2020
13. All classified matter holdings will be reviewed annually for disposition, to include the destruction of at least 10% of the classified documents, and a report will be submitted to SEOD. (E)	July 27, 2020
14. Submit the Protection Force Physical Fitness Program Tracking and Trending Report. (E)	By the tenth of each quarter
15. Submit K-9 Certification Report. (E)	July 27, 2020
16. Submit Annual Training Plan. This will include the Training Needs Assessment. (E)	September 1, 2020
17. Submit Real ID Enforcement Tally (E)	First Thursday of each month for the previous month

III. PERFORMANCE MEASURES

WAD NUMBER: 2020-1.H  
PERFORMANCE AREA: Security Program  
FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	2020 OUTPUT	
		MINIMUM	TARGET
<p>1. Conducted Self-Assessment of each site and include: The Elmwood facilities, Stennis, and all Warehouses containing SPR resources. Develop a schedule that insures all SF 470.8, Security Survey topical and sub-topical areas are covered over a 3-year period. Building 850 in the NOLA area must be assessed annually.</p>	<p>The self-assessment will be evaluated based on DOE Order 470.4B, Appendix "A", Section 2, paragraph 7. A schedule for covering all topical and sub-topical categories will be submitted to SEOD by November 15, 2019. All Findings will be recorded in the SPR Assessment Tracking System (ATS) and submitted with the Self-Assessment Report. The target is relative to the topics assessed. Findings are based on the ratings: Satisfactory, Marginal, or Unsatisfactory.</p>	N/A	100 percent
<p>2. Protect Classified Information:</p>	<p>No compromise of classical information. All Classified documents are reviewed annually for destruction by shredding. A report relative to the review of classified and submitted to SEOD by July 27, 2020.</p>	<p>a. N/A b. N/A</p>	<p>a. No Compromises b. No Deviations</p>

WAD NUMBER: 2020-1.H  
PERFORMANCE AREA: Security Program  
FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	2020 OUTPUT	
		MINIMUM	TARGET
3. Physical Security Protection Systems will maintain in accordance with DOE and SPR requirements.	a. Detect an intrusion by an unauthorized person walking, crawling, jumping, running, and rolling.	a. Achieve a detection probability of 90 percent at a 95 percent confidence level	a. 100 percent detection
	b. Track and trend False and Nuisance Alarm Rate for Exterior Intrusion Detection Sensors (IDS).	b. Less than one alarm per person sensor per day (24 hours of operations)	b. N/A
	c. Track and trend False and Nuisance Alarm Rate for Interior (IDS).	c. Less than one alarm per sensor per 2,400 hours of operation	c. N/A
	d. Ensure the clear zone meets requirements for detection and assessment.	d. Ensure the clear zone meet requirements for detection and assessment. The minimum is 20 feet.	d. As documented in Site Security Plan
	e. Repair and maintain availability of all physical security protection systems (inclusive of electronic, lighting, fences, interior and exterior IDS, alarm assessment, closed circuit television, tamper switches, tactical vehicles, etc.)	e. Non-drawdown critical resources: no more than 10 duty days (240 hours) outage per sensor	e. No more than 5 duty days (120 hours) outage per sensor

WAD NUMBER: 2020-1.H  
PERFORMANCE AREA: Security Program  
FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	2020 OUTPUT	
		MINIMUM	TARGET
4. Maintain 151 trained and qualified Protection Force Officers	Maintain the availability of 151 trained, qualified Protection Force Officers. Officers dedicated to working in the ADAS as SPOs may be included in the 151 total.	151	151
5. Maintain the ability to detect explosives, by effectively deploying technology and canine teams	Explosive Detection Canine teams must be certified annually. Explosive Detection technology must be accurate and available when canine teams are not available.	a. Certified Explosives Detection Canine teams available: 4  b. Explosives Detection Technology available: one for each site	a. Certified Explosives Detection Canine teams available: 8  b. Explosives Detection Technology available: one for each site with a spare

STRATEGIC PETROLEUM RESERVE PROJECT MANAGEMENT OFFICE  
U.S. DEPARTMENT OF ENERGY

WORK AUTHORIZATION DIRECTIVE

TO


Fluor Federal Petroleum Operations, LLC

Management and Operating (M&O) Contractor for the  
U.S. Department of Energy Strategic Petroleum Reserve

- 1. TITLE: Technical Support and Management
- 2. WORK AUTHORIZATION NO.: 2020-1.T
- 3. REVISION: 1
- 4. RESOURCE REQUIREMENTS:
- 5. PERFORMANCE PERIOD  
FROM 10/01/19 TO 09/30/20

ESTIMATED COSTS: \$53,253,908

- 6. SUMMARY: Revised to incorporate the Annual Operation Plan, including all Department of Energy-approved adjustments/carryover. The Estimated Costs are increased by \$4,410,654 from \$48,843,254 to \$53,253,908.

7. DOE CONTRACTING OFFICER:   
Justin Dadenhefer

3/10/20  
Issue Date

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveTechnical Support and Management - EngineeringI. DESCRIPTION OF WORK

Provide resources for engineering services in support of the Strategic Petroleum Reserve (SPR) mission, including: Design Engineering, Systems Engineering, Project Integration and Management Engineering, Maintenance Engineering, Chemical Engineering (for Vapor Pressure Mitigation) Operations/Logistics Engineering, Configuration Management, and Drafting Services.

Perform engineering and technical efforts so that SPR requirements are transformed into integrated operational systems and assure the systems are operated in accordance with the project requirements. This shall include totally integrated effort of engineering analysis, systems engineering, process engineering, test engineering, design engineering, logistics engineering, fire protection engineering, maintenance engineering (including predictive maintenance and failure analysis), and industrial engineering in an operating process and storage facility setting to assure operations and maintenance of SPR systems, equipment, and facilities meet technical, regulatory, and performance requirements in conjunction with schedule and cost objectives. All work shall be completed on or before approved milestone date(s) and in accordance with approved estimate(s). The engineering functions also include: systems engineering, configuration management, documentation control, drawing system control, drafting services, specifications and standards library, change control, cost estimating, technical writing, software programming, software system analysis, software laboratory, and the other normal administrative/technical services necessary for an integrated and efficient engineering effort. Engineering will incorporate life-cycle cost, Environmental, Safety and Health (ES&H), Security, Process Safety Management, Process Hazard Analysis (PHA), and reliability, availability, and maintainability (RAM) elements into engineering efforts, including designs and design reviews.



The M&O contractor shall support the Strategic Petroleum Reserve Project Management Office (SPRPMO) in the integration of **all** SPRPMO program activities, including but not limited to those identified and approved in the current version of the SPRPMO 0025 Ten Year Site Plan (TYSP). The M&O contractor shall support the SPRPMO in the identification and analysis of all work associated with TYSP capital projects, including the work of other organizations and prime contractors supporting the SPRPMO program in the accomplishment of associated milestones. The M&O contractor shall support the SPRPMO in the integration of **all** required activities, including but not limited to the following Government agencies, contractors, etc.: Sandia Laboratories and the Architect-Engineer (A-E). All contractual direction shall be through the DOE SPRPMO.

Perform system engineering/process engineering efforts in support of all SPR activities including: drawdown readiness, vapor pressure, and degassing efforts; security testing and startup; cavern storage development; oil fill, sales, and withdrawal; special studies and analyses; and the operation and maintenance of the sites, facilities, systems, and equipment. It shall provide systems performance analysis to assess the capability of process, systems, and equipment to meet performance requirements by reviewing and analyzing operational data, and analysis of any proposed systems changes. Engineering disciplines shall cover the areas required for problem resolution and associated analyses which will identify the most cost-effective and efficient solutions.

Completely review and analyze all operational occurrence reports, predictive maintenance results, corrective maintenance work order results, failure analyses, Hazard Abatement items, SPR tracking and trending data, and the Department of Energy (DOE) or Management and Operating (M&O) contractor boards of investigation for engineering and systems analysis concerns in a timely manner. Make recommendations for maintenance changes, operational changes, system changes, and/or engineering projects, as appropriate.

Provide sound and timely engineering advice on the operability and maintainability of all aspects of engineering design and construction management. Prepare and/or maintain System Description Manuals, Site Operations Manuals and Procedures, flow diagrams, and site operations and engineering models and databases. Identify potential impacts to SPR capabilities and make recommendations as to preventative and mitigating actions, including modifications to projects, systems, and/or procedures, as appropriate.

Support M&O Operations in maintaining updated plans for Systems Tests and Exercises (STEs) as required for crude oil drawdown, commissioning,

administrative oil sales, and operational demonstrations. Assist the sites in developing detailed operating procedures for the STEs. Assist M&O Operations in scheduling and conducting STEs in accordance with planning objectives and report on results, including recommendations for improvement. Maintain a current analysis of installed equipment to meet SPR drawdown requirements based on examination of previous drawdown demonstrations, site inventories, and RAM analysis, and identify problems. Based on these findings and those resulting from running site operations model exercises, provide timely recommendations to DOE for system changes in configuration, equipment, procedures, and/or logistics as required to (1) improve drawdown readiness, and (2) reduce downtime and the costs of operations and maintenance to ensure programmatic requirements are met.

Provide timely (1) guidance and technical expertise regarding the adequacy of current mission criteria and requirements, (2) support for DOE in developing business strategies designed to achieve drawdown recovery project objectives, and (3) assistance to DOE in identifying drawdown and distribution status, objectives, and philosophies. Provide technical guidance which reflects adherence and performance to Levels I, II, and III criteria and results in system/subsystem/component RAM.

Maintain a pipeline and piping assurance management plan for on-site and off-site piping and pipelines. Develop site specific action plans that support the strategies contained in the management plan. Provide timely reviews and analyses of inspections and audits of SPR pipelines to identify discrepancies/deficiencies requiring correction; make recommendations for the corrective action needed to address the identified discrepancies/deficiencies; provide instructions for the corrective maintenance of pipeline cathodic protection systems and plans for preventive maintenance of these same systems; review and provide analyses and make recommendations for the Pipeline Preventive Maintenance Program; and provide support during the procuring and installing of pipeline construction work. Provide comprehensive pipeline evaluations and recommendations for corrective actions to reflect (1) regulatory and permit requirements, (2) SPR operating history, and (3) compliance with codes and Level I, II, and III Criteria.

Develop life-cycle cost and cost benefit analyses to include trade-off for potential changes to the SPR facilities and its operations.

Support SPR planning by maintaining a RAM Program that provides current identification of constraints and/or adverse trends of system operating data on the SPR's drawdown fill and security capability or system operations at each site. Based on the information provided by this program, provide recommendations to DOE for eliminating the constraints identified. Perform all reliability-related

functions, and meet the requirements of the “Reliability Program Provisions for SPR Contractors” and the SPR RAM Program. Perform and/or support failure analysis report efforts. Implement the provisions of the Comprehensive Equipment Evaluation (CEE) Program to ensure that the systems can meet their mission criteria.

The M&O Contractor shall operate and maintain a subsidence monitoring system in accordance with the approved Subsidence Management Program Plan. The plan consists of the planning of yearly subsidence surveys to be performed by a Professional Land Surveyor at each of the four SPR storage sites and quarterly surveys to be performed in the vicinity of Bryan Mound’s Cavern 3. All survey data will be reviewed for errors and then forwarded to Sandia National Laboratory for their analysis. The Program also consists of the installation and maintenance of GPS/Tiltmeter systems that have been installed at the Bayou Choctaw, Bryan Mound, and West Hackberry sites. The M&O Contractor is responsible for ensuring data is constantly being received from each of the instruments, stored, and is viewable by those authorized to view this information. The M&O Contractor is also responsible for maintaining an ongoing maintenance contract with the system design contractor and arranging for such contractor to perform quarterly maintenance visits to provide upgrade services and updates to the reference equipment.

Perform engineering designs in accordance with SPR requirements as defined in Level I Technical and Performance Criteria, Level II Performance Criteria, Level III Design Criteria, and the Control System Functional Specification to include: be the Engineer of Record (Responsible Engineer) as required. This effort shall be primarily devoted to a maintenance engineering-type effort in which design is performed on systems, equipment, and facilities to enable meeting SPR performance requirements, enhance system capability, improve reliability, or to accommodate changes in performance requirements. However, design engineering may include design efforts associated with Major Maintenance and Maintenance Construction projects. These design engineering efforts will generally be limited to engineering undertakings of less than 300 man-hours in duration. Design reviews shall be conducted for each design for which the M&O contractor functions as the Engineer of Record. Discrete new construction projects capable of being let by bid under formal advertising procedures will normally be designed by an A-E under separate contract to DOE. The M&O contractor shall provide Enterprise Change Proposals (ECPs) and Descriptions of Work (DOWs), including justification analysis, estimated costs for design and construction, for design projects performed by the A-E contractor(s). Also, when requested by the DOE, the M&O will provide conceptual design reports (CDRs) or definitive engineering scopes (DESS) for

design projects performed by another entity. The M&O contractor shall review A-E contractor designs at the various review stages and shall actively participate in the field and office reviews of these efforts. The M&O contractor shall include reviews for ES&H and security requirements as part of the design review process.

The M&O contractor shall maintain the Operational and training Software for the SPR and shall maintain the Operational Software Laboratory hardware in working order and provide software support as required when physical changes in instrumentation are made at the SPR sites. Update all documentation associated with software changes and control the software baseline in accordance with established configuration management procedures as required.

The M&O contractor shall be responsible for a comprehensive PHA to independently and systematically identify potential hazards and to quantify their probability and consequence. The scope of the PHA (in accordance with Code of Federal Regulations 1910.119 Process Hazards Analysis, Subsection E) shall include the safety analysis of design and construction of new facilities and/or major modifications to existing facilities whose identified hazards will ideally be mitigated through design or operational procedures. Details of the Contractor's System Safety Program Plan shall be approved by the DOE Contracting Officer.

The M&O contractor shall manage the Process Engineering System (PES) Database and use the database to plan and analyze operational activities. Ensure the data is transmitted safely and that the data is accurate and timely.

The M&O contractor shall support DOE efforts in commercialization of facilities, commercial oil storage, crude oil exchanges, as directed by DOE in design engineering, system engineering, configuration management, process engineering, project coordination and provide construction management services for projects assigned to M&O contractor.

The contractor shall perform the following activities:

A. Engineering

1. Perform Items 2-8 of Major Maintenance WAD 1.Z for maintenance construction projects, as applicable.
2. Perform Design Reviews.

3. Prepare Conceptual Design Reports, Definitive Engineering Scopes, and Descriptions of Work, as required.
4. Planning and estimating Construction Projects, as required.
5. Liaison with the A-E, Sandia National Laboratories, and other technical stakeholders.
6. Preparation/review of ECPs, Engineering Construction Changes (ECCs), Waivers, Deviations, and Change Notices (CNs).
7. Implementing corrective actions from on-site appraisals and internal audits.
8. Process, as required, red-lines and provide timely as-built configuration.
9. Site Engineering liaison as required.
10. Perform Engineering Design tasks.
11. Engineer of Record (Responsible Engineer), as required.
12. Manage Engineering support subcontracts required to augment activities such as paint analysis, survey tasks, chemical, site subsidence surveys, and geomechanical analyses, nondestructive testing, etc.
13. Prepare analyses, issue reports, and make recommendations on Maximum Allowable Operating Pressures, repairs, and upgrades based on the results from pipeline and piping assurance program.
14. Analysis of System Performance.
15. RAM engineering analysis and reporting.
16. Operational and Training Software Engineering.
17. Adhere to SPR Level I, II, and III Design Criteria.
18. Adhere to SPR ES&H and Security requirements.
19. Adhere to Maintenance of SPR Control System Functional Specification.

20. Support Startup and Acceptance Testing, Performance Testing, and Operational Demonstrations.
21. Perform and support Safety and Failure Analysis efforts (including PHA).
22. Perform Fire Protection Engineering support.
23. Prepare Site Mechanical and Electrical Operations Manuals and Procedures, as required.
24. Support Recovery Plan Implementation, as required.
25. Prepare and issue System Description Manuals Updates.
26. Perform engineering reviews.
27. Review data from the corrective maintenance program and analysis for RAM.
28. Analyze and enhance engineered Preventive Maintenance requirements, as required.
29. Analyze results from and develop enhancements for the Predictive Maintenance Program, as required.
30. Maintain PES Database and employ data for system performance, failure analysis, engineering issues to include supporting of drawdown and fill mission performance.
31. Ensure that discrete work packages assigned to the M&O contractor are scheduled and interim milestones are established.
32. Ensure that yearly site and quarterly Bryan Mound Cavern 3 surveys are planned, coordinated, and executed in accordance with the Subsidence Management Program Plan.
33. Ensure that the subsidence monitoring equipment (GPS, Tiltmeter, and Data Collection) are operating properly and ensure that a maintenance

contract is in place with the subsidence system design contractor and that quarterly visits are performed.

34. Review survey data and submit it to Sandia.

B. Configuration Management

1. Identify, control, and record changes (ECP, ECC, Deviation, Waiver, CN) to all systems hardware, software, and equipment.
2. Manage Technical Data Center and maintain SPR Technical Baseline original documents in electronic or digital form. These baselines include but are not limited to Level I, II, and III Criteria, Standard Specifications, Site Systems Description Manuals, technical baseline drawings, drafting manuals, Site Operations Manuals, Control System Functional Specification, and as-built configuration and vendor data.
3. Provide assistance for reproduction services, standards, manuals, serials, subscriptions, and publications, Federal rules decisions, environmental reports, construction estimating standards, Federal codes, and State-wide Orders.
4. The M&O contractor shall close out all ECPs within 90 days of the Readiness Review Board.

C. Planning and Scheduling

1. Develop and maintain SPR project baseline schedule, integrated where required, including, but not limited to, construction, major maintenance, security enhancement, vapor pressure, cavern integrity, SPR size modifications, and site schedules. Site schedules will place emphasis on maintaining SPR drawdown and fill readiness (consistent with Level 1 criteria).
2. Provide preparation and maintenance support for all SPR milestone actions, including CMCR preparation, milestone tracking and reporting, milestone closeout, and variance analysis.
3. Provide schedule interface and milestone maintenance, as required by DOE, for SPR-related schedules outside of O&M associated schedules (such as DOE milestones, A-E interfaces, etc.).



4. Develop and maintain resource-loaded schedules, as required by DOE, for the purpose of analyzing performance on a task or project.

D. Construction Management

1. Provide Construction Management services for operations and maintenance activities as required.

II. DELIVERABLES

Deliverables include the following:

<u>Deliverable (E = Electronic via Link to a Document Management System)</u>	<u>Due</u>
1. Weekly Engineering Status Report (E)	Weekly (9 a.m. Monday)
2. RAM Assessment Report (E)	Quarterly (As Milestoned)
3. Update of SPR Blue Plate Presentation (Slide Show – (E), Video – (H))	As Required
4. Annual Pipeline and Piping Integrity Report (E)	Annually by October 30 for Previous Fiscal Year
5. Brine Line Flow Integrity Test Results and Report (E)	As Required
6. Conceptual Design Reports, Descriptions of Work, and Definitive Engineering Scopes for review, comments, and concurrence (E)	As Milestoned
7. Failure Analyses (E)	As Required
8. Configuration Management documents for approval (ECPs, CNs, Deviations, Waivers, Closeouts, etc.) (E)	As Required



- |                                                                                                                               |               |
|-------------------------------------------------------------------------------------------------------------------------------|---------------|
| 9. Mechanical and Electrical Operations Procedures and Manuals Updates Notification (E)                                       | As Required   |
| 10. System Description Manuals Updates Notification (E)                                                                       | As Required   |
| 11. Corrective Maintenance Plans (E)                                                                                          | As Required   |
| 12. PHA (E)                                                                                                                   | As Required   |
| 13. Life Cycle Cost and/or Benefit Analyses (E)                                                                               | As Required   |
| 14. Cost Estimates, Cost Estimate Report, and History via Construction Cost Tracking Application (CCTA) (E)                   | As Required   |
| 15. Systems Performance Analysis and Reports (STEs, Drawdowns, etc.) under separate cover (E)                                 | As Required   |
| 16. Vapor Pressure Analyses (E)                                                                                               | As Required   |
| 17. PES Database Management Plan (E)                                                                                          | Every 5 years |
| 18. Detail Schedules (Cavern Integrity, Major Maintenance Projects assigned to M&O contractor, Vapor Pressure, RIK, etc.) (E) | As Required   |
| 19. Maintenance Construction Deliverables per Major Maintenance WAD 1.Z (E)                                                   | As Required   |

**III. PERFORMANCE MEASURES**

WAD NUMBER: 2020-1.T  
 PERFORMANCE AREA: Technical Support and Management – Engineering  
 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
<b>A. <u>ENGINEERING</u></b> 1. Operations Manuals updates.	Percentage of Operations Manuals updated in SAP/SharePoint before new/revised systems turned over for operations.	95 percent	100 percent
2. Engineering support to Drawdown and Fill.	On-Line Readiness Computerized Assessment (ORCA) Checklist Responses.	ORCA items met with exceptions and acceptable workarounds	ORCA items met with no exceptions
3. Reliability, Availability, Maintainability (RAM)  Provide assurance of the availability and reliability of system components necessary to carry out the SPR mission.	Calculated percentage of site availability to be validated by quarterly comprehensive equipment evaluation of critical equipment to support full rate drawdown.	≥ 95 percent for SPR-wide average each quarter calculated	≥ 95 percent for each site each quarter

WAD NUMBER: 2020-1.T  
 PERFORMANCE AREA: Technical Support and Management - Engineering  
 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
<p><b>B. CONFIGURATION MANAGEMENT</b></p> <p>1. Manage Technical Data Center (TDC) and maintain SPR Technical Baseline original documents (red-lines, as-built, vendor data, etc.) to include electronic media.</p>	<p>a. Percentage of Enterprise Change Proposals (ECPs) closed within a 90-day (calendar) period from the Final Readiness Review Board Acceptance date.</p> <p>b. Priority 1 as-built completed within 30 days after receipt by the New Orleans TDC.</p>	<p>a. 75 percent</p> <p>b. 90 percent</p>	<p>a. 100 percent</p> <p>b. 100 percent</p>
<p>2. Development and processing of Configuration Management documents (ECPs, Deviations, Waivers, Engineering Construction Changes (ECCs), Advance Change Notice (ACN), etc.) in accordance with SPRPMO Order410.</p>	<p>Percentage of Configuration Management documents processed in compliance with SPRPMO Order 410.</p>	<p>90 percent</p>	<p>100 percent</p>
<p>3. ECPs processed as ratifications</p>	<p>Number of ratifications processed resultant from work not previously authorized and not classified as emergency work.</p>	<p>1</p>	<p>0</p>

## M&O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

### Work Authorization Directive

#### Technical Support and Management - Quality Assurance

##### I. DESCRIPTION OF WORK

The Contractor will assign and identify a senior management position who shall have the responsibility, authority, and accountability to ensure the development, implementation, assessment, maintenance, and improvement of their Quality Assurance Program (QAP).

The Contractor shall establish and maintain a comprehensive QAP (also could be referred to as a Quality Management System (QMS)). The scope of this program will include the activity of all Contractor employees and shall not be limited solely to the duties of a Contractor's Quality Assurance Office. The Contractor's QAP shall implement the management, performance, and assessment criteria as defined in SPRPMO O 414.1D, "Quality Assurance Program." Such criteria will include the management program, personnel training and qualifications, quality improvement, documents/records, work processes, design, procurement, inspection and acceptance testing, management assessments, and independent assessments. The Contractor's QAP shall also be developed using the International Standards Organization (ISO) 9001 industry-wide consensus standard. Additional QA guidance to be utilized in the development of the Contractor's QAP include DOE G 414.1-2B Admin Chg. 2, "Quality Assurance Program Guide," and DOE G 414.1-1C, "Management and Independent Assessments Guide." The Contractor will ensure management assessments, independent assessments, and self-assessments are scheduled for the fiscal year, and that such assessments are performed. All findings (as defined by SPRPMO O 226.1C, "SPRPMO Oversight Program") will be tracked in Assessment Tracking System (ATS).

The Contractor shall establish, document, and implement a Suspect/Counterfeit Item (S/CI) prevention program, as a part of the Contractor's QAP and as mandated by DOE O 414.1D Admin Chg. 1 "Quality Assurance." The S/CI program must have effective controls and processes that will ensure items and services for the SPRPMO meet specified requirements; prevent entry of S/CI into the SPR's supply chain; and ensure detection, control, reporting, and disposition of S/CI's. The QAP

shall also utilize the guidelines listed in DOE G 414.1-2B Admin Chg. 2, Section 5.0. Nonconforming items that do not meet the definition of S/CI (per DOE O 414.D Admin Chg. 1) must be controlled by site procedures for nonconforming items. The S/CI prevention program must include S/CI oversight commensurate with the facility/activity hazards and mission impact. It must identify the position responsible for S/CI activities and for serving as point of contact with Office of Health, Safety, and Security, and it must provide for training and informing managers, supervisors, and workers on S/CI processes and controls.

The Contractor will establish and maintain a comprehensive and integrated Contractor Assurance System (CAS) program in accordance with QA requirements mentioned above and will address the criteria described in DOE O 226.1B, "Implementation of DOE Oversight Policy" and SPRPMO O 226.1C, "Strategic Petroleum Reserve Project Management Office Oversight Program." The CAS program will address the following aspects of operations Environmental Management System, Safety and Health, Security/Safeguards, Fire Protection/Emergency Management, Quality Assurance Program, Cyber Security and Information Technology Services/Data Systems, Engineering and Construction, Project Management, Cavern Integrity, Operations and Maintenance, Financial Systems, Personnel/Human Resources/Human Capital, Property, Procurement, Internal Audit, and Life Extension 2. The Contractor will perform a validation on the effectiveness of their CAS program.

The Contractor's QAP, in conjunction with their CAS program, will ensure the timeliness of corrective action implementation and the effectiveness of corrective actions. Corrective actions will be made on the basis of a well disciplined and thoroughly documented casual analysis. These programs will ensure the effectiveness of assessments and self-identification of non-compliances.

The CAS must include development of an issues management program capable of categorizing the significance of findings based on risk and priority and other appropriate factors that enables Contractor management to ensure that problems are evaluated and corrected on a timely basis. For issues categorized as findings, Contractor management must ensure activities identified by SPRPMO O 226.1C, Attachment 1, Section 1.e.(3) are completed and documented.

The Contractor will ensure the development of an issues management program which includes a trending and analysis based on validated information of all findings/discrepancies/observations for areas of improvement, lessons learned, as well as an opportunity to eliminate potential system weaknesses.

The Contractor will pursue, acquire, and maintain International Standards Organization (ISO) 9001:2015 (or latest revision) certification. The Contractor will use a registrar that has been certified by the Registrar Accreditation Board. The Contractor will maintain this certification for as long as the contract is in effect.

The Contractor will maintain an SPRPMO Lessons Learned (LL) database. The database will meet the requirements of DOE O 210.2A, "DOE Corporate Operating Experience Program," and SPRPMO O 210.3, "Lessons Learned Program."

The Contractor will be responsible for flowing down all DOE requirements to subcontractors.

## II. DELIVERABLES

Dates are indicated where feasible. However, should one of the below dates become inconsistent with an official milestone, the milestone shall govern. Documentation submitted for deliverables identified below will be evaluated against the criteria, review, and approach documents (CRADs) developed by the Office of Health, Safety and Security, where applicable.

Deliverables include the following:

Deliverable (E = Electronic via Link to a Document      Due  
Management System, H = Hardcopy)

### Management Program:

- |                                                                                                                                                                                                                                         |                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| 1. Letter Identifying Senior Manager Responsible of QAP for review/approval and Letter identifying position responsible for S/CI activities and for serving as point of contact for Office of Health, Safety, and Security (annual) (E) | October 12, 2019 |
| 2. Review QAP and submit summary of annual review, including all QA procedures and work instructions referenced in the QAP (e.g., OA Procedures, PI Procedure, QMS Procedure, and S/CI Procedure) (annual) (E)                          | January 10, 2019 |

Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)

Due

- |                                                                                                                                                                                          |                                                                                                                                                                                      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3. Master Assessment Schedule (identify management assessments, self-assessments, and all oversight activities) (quarterly) (E)<br>Report on oversight activities at each Project Review | October 31, 2019 (for 4 <sup>th</sup> Qtr of Previous Year)<br>January 31, 2020 (1 <sup>st</sup> Qtr)<br>April 30, 2020 (2 <sup>nd</sup> Qtr)<br>July 30, 2020 (3 <sup>rd</sup> Qtr) |
| 4. Calculate and submit CAEI (quarterly) (E)                                                                                                                                             | October 31, 2019 (for 4 <sup>th</sup> Qtr of Previous Year)<br>January 31, 2020 (1 <sup>st</sup> Qtr)<br>April 30, 2020 (2 <sup>nd</sup> Qtr)<br>July 31, 2020 (3 <sup>rd</sup> Qtr) |
| 5. Calculate and submit AEI (quarterly) (E)                                                                                                                                              | October 31, 2019 (for 4 <sup>th</sup> Qtr of Previous Year)<br>January 31, 2020 (1 <sup>st</sup> Qtr)<br>April 30, 2020 (2 <sup>nd</sup> Qtr)<br>July 31, 2020 (3 <sup>rd</sup> Qtr) |

**Quality Improvement:**

- |                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 6. Quality Improvement Program Status (quarterly) (E)                                                                                                                                                                                                                                 | October 11, 2019 (for 4 <sup>th</sup> Qtr of Previous Year)<br>January 10, 2020 (1 <sup>st</sup> Qtr)<br>April 10, 2020 (2 <sup>nd</sup> Qtr)<br>July 10, 2020 (3 <sup>rd</sup> Qtr) |
| 7. Provide an electronic report of Lessons Learned Program activity (quarterly) (E)                                                                                                                                                                                                   | October 11, 2019 (for 4 <sup>th</sup> Qtr of Previous Year)<br>January 10, 2020 (1 <sup>st</sup> Qtr)<br>April 10, 2020 (2 <sup>nd</sup> Qtr)<br>July 10, 2020 (3 <sup>rd</sup> Qtr) |
| 8. Provide a status report for open non-conformances that are in excess of 44 days overdue (from the action due date). Status of each report line item should include a commentary which explains the overdue status. (quarterly) (E)<br>Report on CAP status at each Project Review. | October 31, 2019 (for 4 <sup>th</sup> Qtr of Previous Year)<br>January 31, 2020 (1 <sup>st</sup> Qtr)<br>April 30, 2020 (2 <sup>nd</sup> Qtr)<br>July 31, 2020 (3 <sup>rd</sup> Qtr) |

Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)Due

9. Submit Semiannual CAS Report to include the following sections:

October 11, 2019  
April 10, 2020

- Training / Qualifications:

QA Evaluation and Trending Report of the Contractor's Personnel Training and Qualifications Program (semiannual) (E)

- Documents & Records:

QA Evaluation and Trending Report of Contractor's Documents & Records System (semiannual) (E)

- Work Processes:

QA Evaluation and Trending Report of the Contractor's RAM Program (semiannual) (E)

QA Evaluation and Trending Report of the Contractor's Conduct of Operations (semiannual) (E)

QA Evaluation and Trending Report of the Contractor's Drawdown Program (semiannual) (E)

QA Evaluation and Trending Report of the Contractor's Crude Oil Quality Program (semiannual) (E)

QA Evaluation and Trending Report of the Contractor's Maintenance Management Program (semiannual) (E)

QA Surveillance and Inspection of Site/Supplier Activities (monthly) (E)



Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)

Due

- Design:  
QA Review of Design Documents (including design reviews and ECPs) (semiannual) (E)
- Procurement:  
QA Evaluation and Trending Report of M&O contractor's Procurement Program (including SMTR responsibilities) (semiannual) (E)
- Inspection & Testing:  
QA Evaluation and Trending of M&O's Inspection and Acceptance Testing Program (semiannual) (E)

**Management/Self-Assessments:**

- |                                                                                                    |                                                                                            |
|----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| 10. Management Assessment Plan which includes all areas to be assessed (E)                         | October 11, 2019                                                                           |
| 11. Conduct Management Assessments and submit assessment report for each organization (E)          | Within 45 calendar days after beginning of each assessment                                 |
| 12. OA Assessment Plan for each site assessed (E)                                                  | No later than 14 calendar days prior to assessment                                         |
| 13. Conduct OA for each site and complete final OA Appraisal Site Report and Trending Analysis (E) | OA per OA schedule, and report within 30 calendar days after completion of each assessment |
| 14. Summary OA/Management Assessment Program Report and Trending Analysis (annual) (E)             | October 11, 2019                                                                           |

Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)

Due

**Independent Assessments:**

- |                                                                                                           |                                                                                                    |
|-----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| 15. Submit FY 2019 ISO 9001 Assessment Schedule (E)                                                       | Within 3 working days of finalizing the schedules with the ISO Registrar                           |
| 16. Submit FY 2019 ISO 9001 Assessment Plans (E)                                                          | Within 3 working days of receiving assessment plan(s) from ISO Registrar                           |
| 17. Submit ISO 9001 Registrar Report (E)                                                                  | Within 3 working days of receiving report from ISO Registrar                                       |
| 18. Submit corrective action plans for ISO 9001 fiscal year audits (including ATS Number) (E)             | Within 3 working days of submitting corrective action plan as identified in ISO Registrar's Report |
| 19. Submit closure for ISO 9001 corrective action plans for fiscal year audits (including ATS Number) (E) | Within 3 working days of closing corrective action plan                                            |

**Suspect/Counterfeit Items (S/CI):**

- |                                                |                                                                                                                                                                                      |
|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 20. S/CI Program Status Report (quarterly) (E) | October 11, 2019 (for 4 <sup>th</sup> Qtr of Previous Year)<br>January 10, 2020 (1 <sup>st</sup> Qtr)<br>April 10, 2020 (2 <sup>nd</sup> Qtr)<br>July 10, 2020 (3 <sup>rd</sup> Qtr) |
|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**Contractor Assurance System (CAS):**

- |                                                                        |                  |
|------------------------------------------------------------------------|------------------|
| 21. CAS Program Description Documents for review/approval (annual) (E) | October 11, 2019 |
|------------------------------------------------------------------------|------------------|

<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
22. Develop Assessment Plan and conduct Assurance Activities for CAS Program (E)	Plan within 14 calendar days prior to assessment, and complete assurance activities within 30 calendar days following the end of each quarter
23. CAS Management Summary Report (annual) (E)	October 12, 2019
24. Submit an Oversight Report (quarterly). (E) Results to be presented at each Project Review	October 11, 2019 (for 4 <sup>th</sup> Qtr of Previous Year) January 12, 2019 (1 <sup>st</sup> Qtr) April 12, 2019 (2 <sup>nd</sup> Qtr) July 12, 2019 (3 <sup>rd</sup> Qtr)
25. Perform and submit a company-wide issues management trending analysis of findings/ discrepancies/observations (quarterly). (E) Present results at each Project Review. Trending should focus on analysis of findings to identify potential systemic issues, areas of concern/opportunities for improvement utilizing an organized management framework as the basis for analysis (e.g. Conduct of Operations, ISM, etc.).	October 31, 2019 (for 4 <sup>th</sup> Qtr of Previous Year) January 31, 2020 (1 <sup>st</sup> Qtr) April 30, 2020 (2 <sup>nd</sup> Qtr) July 31, 2020 (3 <sup>rd</sup> Qtr)

**III. PERFORMANCE MEASURES**

WAD NUMBER: 2020-1.T  
 PERFORMANCE AREA: Technical Support and Management – Quality Assurance  
 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
1. ISO 9001 (latest revision) – Certification.	Obtain and maintain certification.	September 28, 2019	September 14, 2019
2. Corrective Action Effectiveness Index (CAEI)  CAEI measures the timeliness of corrective action implementation and effectiveness of corrective action in preventing recurrences of issues and events.	$CAEI = (200,000 \times \sum [(Item_1 \times WF_1) + (Item_2 \times WF_2) + \dots + (Item_n \times WF_n)]) / \text{Monthly Hours Worked}$ <p>200,000 hour constant                      Monthly Hours Worked = Total contractor work hours for the accounting month                      Item = the number of times the item occurs within a month                      WF = weighted factor based on item category, as defined in Table 1.0 below</p> See Table 1.0	The allowable three monthly rolling average for the CAEI must not exceed 30.	The allowable three monthly rolling average for the CAEI must not exceed 20.

WAD NUMBER: 2020-1.T  
 PERFORMANCE AREA: Technical Support and Management – Quality Assurance  
 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
<p>3. Assessment Effectiveness Index (AEI)</p> <p>AEI measures the effectiveness of assessments and self-identification of non-compliances. The index includes completion of scheduled assessments (i.e. management assessments, independent assessments &amp; self-assessments) on the master assessment schedule, and self-identifying non-compliances prior to identification by an external party (i.e. ISO, OSHA, M&amp;O contractor QA, M&amp;O contractor Internal Auditing Office, 3rd Party Auditors, and DOE).</p>	$AEI = \left( \frac{\sum [(Performance\ Item1 \times WF1) + (Performance\ Item2 \times WF2) + \dots + (Performance\ Itemn \times WFn)]}{100} \right) / 100$ <p>100 hour constant</p> <p>Performance Item = the number of times the item occurred within a month</p> <p>WF = weighted factor based on associated performance item</p> <p>See Table 2.0</p>	<p>The allowable three monthly rolling average for the AEI must not exceed 1.5.</p>	<p>The allowable three monthly rolling average for the AEI must not exceed .75.</p>

**Table 1.0 Corrective Action Effectiveness Index Categories & Weighted Factors**

<b>ITEM CATEGORY</b>	<b>WEIGHTED FACTOR (WF)</b>
Occurrence Report Category “R” – recurring occurrences	10
Office of Health, Safety & Security repetitive noncompliance	10
DOE identified repetitive noncompliance	10
Contractor identified repetitive noncompliance	10
Ineffective corrective action	5
Noncompliance corrective action not completed as scheduled	3
Noncompliance corrective action schedule extended	2

**Table 2.0 Assessment Effectiveness Index Categories & Weighted Factors**

<b>PERFORMANCE ITEM</b>	<b>WEIGHTED FACTOR (WF)</b>
Scheduled Management Assessment not completed	5
Scheduled Independent Assessment not completed	5
Scheduled Self Assessment not completed	5
Noncompliance identified by external party	10

**Corrective Action Effectiveness Index Item Category Definitions**

- **Occurrence Report Category “R” – recurring occurrences** – as defined in DOE O 232.2 Admin Chg. 1, Attachment 2, Section 1.g.: Significance Category “R” - recurring occurrences are those identified as recurring, either directly or through periodic analysis of occurrence and other non-reportable events.
- **Office of Health, Safety & Security repetitive noncompliance** – Two or more different events or conditions that involve substantially similar work activities, locations, equipment, or individuals where it would be reasonable to assume that the contractor’s corrective actions for the first occurrence should have prevented the subsequent event/condition. Repetitive noncompliances involve similar circumstances or root causes, separated by a period of time, that suggest the possibility of a common solution. Definition per DOE Safety and Security Enforcement Coordinator Handbook dated August 2012.
- **DOE-identified repetitive noncompliance** – same definition as above (per DOE Safety and Security Enforcement Coordinator Handbook dated August 2012).
- **Contractor-identified repetitive noncompliance** – A validation/verification of an implemented corrective action plan from a previously identified nonconformance that shows evidence of still being noncompliant to the requirement or a persistently occurring discrepancy. If the corrective action plan was implemented as written and is still noncompliant then the actual cause of the problem was not identified. Thus the corrective actions put in place were not effective. If the corrective action plan was not implemented as planned or was ignored/no action taken then that is a repetitive noncompliance. A repeat finding or repetitive noncompliance is one that has been previously identified at a site and closed in the Assessment Tracking System as corrected, but which is found to still be noncompliant during a future assessment or audit.
- **Ineffective corrective action** – Corrective actions (including corrective actions for incidents with significant negative impacts to the worker, the public, or the environment), under the purview of the Contractor, which once completed and implemented fails to mitigate the identified non-conformance (as evidenced by multiple similar non-compliances that in aggregate indicate a significant programmatic breakdown. Corrective actions that fail to globally implement solutions across the organization may be considered ineffective if they do not resolve similar occurrences of the identified non-conformance throughout the organization.
- **Noncompliance corrective action not completed as scheduled** – Corrective actions, under the purview of the Contractor (including corrective actions for incidents with significant negative impacts to the worker, the public, or the environment) that is not completed on or before its Scheduled Completion Date as defined in the Assessment Tracking System.

- **Noncompliance corrective action schedule extended** – Corrective actions, under the purview of the Contractor (including corrective actions for incidents with significant negative impacts to the worker, the public, or the environment) which is extended past its original Scheduled Completion Date.



**Assessment Effectiveness Index Performance Item Definitions**

- **Scheduled Management Assessment not completed** – Management Assessments are defined by DOE G 414.1-1C Section 3.5.1 as a periodic introspective self-analysis, conducted by management, to evaluate management systems, processes, and programs to ensure the organization’s work is properly focused on achieving desired results. Any Management Assessment not completed (including a completed report) as required by the approved schedule during a given calendar year will be considered not completed for the purposes of this measure.
- **Scheduled Independent Assessment not completed** – Independent Assessments are defined by DOE G 414.1-1C Section 3.5.2 as an assessment conducted by individuals within the organization or company but independent from the work or process being evaluated, or by individuals from an external organization or company. Any Independent Assessment not completed (including a completed report) as required by the approved schedule during a fiscal year will be considered not completed for the purposes of this measure.
- **Scheduled Self-Assessment not completed** – Self-Assessments are performed by personnel within a process or entity or with direct responsibility for a process or entity that are designed to gauge effectiveness, operability, compliance, or status. Any failure to complete Self-Assessments as scheduled on an approved schedule and documenting results as prescribed for any self-assessment program will be considered a noncompleted assessment.
- **Noncompliance identified by external party** – Any noncompliance identified by an external assessor or organization (that is any organization external to the contractor being assessed). Noncompliance is defined as any inadequacy that is found during an assessment that does not meet the intent of a contractor’s documented procedure, DOE requirement (policy, order, manual, guide, etc.), federal or state law, or other applicable requirement (e.g., contract, standard). External assessments include but are not limited to ISO 9001, ISO 14001, OSHA VPP, Accident Investigations (Judgment of Needs), OIO Investigations, GAO Investigations, HSS Investigations, DOE Investigations, DOE Onsite Management Appraisals, DOE Security Surveys, DOE Technical Assurance Surveillance Reports (TASRs), DOE Observation Reports, and DOE Technical Assessments.
-

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveTechnical Support and Management - Procurement/ContractsI. DESCRIPTION OF WORK

The Contractor shall develop and maintain a general purchasing activity for the purpose of entering into subcontracts for the performance of work required to support the SPR. The Contractor shall acquire equipment, services, supplies, and publications, not otherwise listed as Government-furnished, to perform the functions covered by the contract. These acquisitions and services shall also support DOE and other SPR contractors as directed by the Contracting Officer. The Contractor shall subcontract for construction requirements to support maintenance and operations, including the approved construction program.

As applicable, the Contractor shall adhere to the requirements of Federal and DOE acquisition regulations, directives/policies, as well as DOE-approved company procedures and policies. The Contractor shall develop and maintain procurement policies and procedures, approved by the Contracting Officer, necessary to implement effective and efficient commercial practices. The Contractor shall maintain an approved Balanced Score Card Program in order for the Contracting Officer to assess the adequacy of the Contractor's purchasing system.

The Contractor shall perform effective management, administration and oversight of all issues related to Contract No. DE-FE0011020 as required to ensure the timely dissemination of all performance direction received from the Contracting Officer to all M&O contractor organizations as well as a thorough review of such direction to ensure that all actions are implemented in accordance with the contractual requirements and the prime contract Work Authorization Directives. The Contract Management function shall also be responsible for management and negotiation of the M&O contractor award fee pool, and management of the Contractors Membership, Registration, and License Budget.

## II. DELIVERABLES

Deliverables include the following:

<u>Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
1. Socioeconomic Subcontracting Goals (E)	Annually (September 1)
2. Socioeconomic Subcontracting Achievements vs. Targets (E)	Monthly (10 <sup>th</sup> of month)
3. Subcontracting Report for Individual Contracts (E)	Semiannually (October 30 and April 30)
4. Summary Subcontract Report (E)	Annually (October 30)
5. FY 2019 Balanced Score Card Final Report, including the FY 2020 Balanced Score Card Self-Assessment Plan (E)	Annually (October 30)
6. Davis-Bacon Report (E)	Semiannually (October 5 and April 5)
7. Strategic Sourcing Cost Savings Report (E)	Quarterly (October 15, January 15, April 15, July 15)
8. Strategic Sourcing Plan	September 20

<u>Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
9. M&O Subcontract Reporting Capability (MOSRC) for FY 2020 Transactions (E)	Monthly (20 <sup>th</sup> of the month for prior month's transactions)
10. FFATA Sub Award Reporting System (FSRS) – List of subcontract awards to be uploaded to FSRS (E)	Monthly (15 <sup>th</sup> of the month)
11. Report of General Liability Claims/Settlements and Outstanding Consulting Agreements (E)	On Occurrence and Quarterly (Within 30 day of the close of the quarter)

**III. PERFORMANCE MEASURES**

**WAD NUMBER:** 2020-1.T  
**PERFORMANCE AREA:** Technical Support and Management - Procurement/Contracts  
**FISCAL YEAR:** 2020

<b>CRITERIA</b>	<b>PERFORMANCE MEASURE</b>	<b>FY 2020 OUTPUT</b>	
		<b>MINIMUM</b>	<b>TARGET</b>
<p>1. To deliver to the contractor's customers on a timely basis those best value products and services necessary to accomplish the purposes of the Government's contract, utilizing the contractor's experience, expertise, and initiative consistent with Department of Energy Acquisition Regulation Subpart 970.</p>	<p>Achievements relative to Procurement Balanced Score Card performance targets.</p>	<p>Meet or exceed 70 percent of all performance targets</p>	<p>Meet or exceed 85 percent of all performance targets</p>

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveTechnical Support and Management - Project ManagementI. DESCRIPTION OF WORK

Contractor ensures that all technical and administrative program functions are planned, controlled, directed, analyzed, documented, presented, and reported in a disciplined, cost-effective, timely manner.

A. Management of Contract Activities

Administrative and technical programs are conducted in a manner that will:

1. Maintain the SPR's drawdown readiness procedures.
2. Eliminate unnecessary risks.
3. Create a work environment that will ensure effective uninterrupted facilities operations.
4. Actively review, identify, and communicate to DOE management activities that could impact current or future operations of the SPR.
5. Establish and maintain DOE and public confidence in the management of the SPR.
6. Improve the economy, efficiency, and effectiveness of contract performance.

Place specific emphasis on maintaining SPR drawdown readiness (consistent with Level 1 criteria) and compliance with all relevant Environmental, Safety and Health and Equal Employment Opportunity statutes and regulations.

The Contractor shall prepare and submit the performance self-assessments as outlined in the list of deliverables.

B. Project Planning and Control

1. Develop, implement, and maintain a management control system in accordance with DOE guidelines and SPR-related Orders and directives (DOE Order 413.1B, Internal Control Program).
2. Assure that the electronic management of Project/Program Review action items is maintained in a current status and the data report is completely accessible to DOE.
3. Ensure that all work assigned by WADs under the contract are properly assigned within the Contractor's organization structure and contract work breakdown structure.
4. Ensure that all work assigned by WADs is planned, in accordance with the appropriate Departmental, Federal, State, and local regulations.
5. Ensure that work package budgets are formulated using established estimating techniques. When reasonable and cost effective, work packages should include all costs by cost elements.
6. Develop and maintain the Annual Operating Plan in accordance with DOE/SPR guidance and specifically in accordance with SPRPMO O 130.1C, M&O Contractor's Annual Operating Plan Formulation and Execution. The Annual Operating Plan will include both obligation and cost plans.
7. Support Annual Operating Plan (Obligation and Cost) performance analysis, documentation, and reporting in the Cost Management Report and Project Reviews, and special meetings in accordance with DOE guidance.
8. Maintain an updated SPRPMO M&O Work Breakdown Structure for all applicable projects.
9. Maintain an updated SPRPMO M&O Project System Description.

C. Legal Services

1. Provide legal advice and assistance in support of contractor functions and to DOE as directed by the Contracting Officer.
2. Support preparation of documents.
3. Assist in defending claims and suits, involving DOE when requested.
4. Provide legal support to pursue and defend against claims and suits, including warranty actions, consistent with contractual requirements and your approved litigation management procedures, including submission of outside counsel billings for DOE approval.

D. Communications and Public Affairs

1. Manage an effective communications and public affairs function in support of drawdown readiness and emergency operations, including participation in all exercises and reviews and execution of requisite training for pertinent individuals.
2. Perform duties in connection with media and public contacts and inquiries. This includes support in preparing for interviews, issuing press releases, maintaining current footage, updating presentation material, coverage at public hearings, community activities, and participating in communications programs, as requested by DOE.
3. Plan and administer an effective community outreach program consistent with contract provisions.
4. Maintain a current media library comprised of material to be used for exhibits and presentations. Provide support in arranging exhibits and designing presentations.
5. Provide support for the yearly Louisiana Regional Science Bowl.



E. Miscellaneous Services

1. Provide support for all activities and initiatives required for conducting the operations of the SPR involving programmatic capability, capacity, mission or initiatives changes, and associated responsibilities such as investigations and assessments.
2. Provide Printing Management in accordance with the Government Printing and Binding Regulations.
3. Provide Graphics and Photography Services in accordance with customer requests and requirements.
4. Manage an effective risk management and liability program as required by law or regulation and in compliance with contract requirements.

F. Site Support

Provide technical, management, and administrative support for site functions covering all disciplines.

G. Site Management

Includes overall management to accomplish the mission of oil storage, drawdown, and continued site readiness. Provide for the overview, monitoring, and coordination of site activities with New Orleans directives, instructions, and policies, and interfaces with DOE site counterpart.

H. Records Management

M&O Contractor shall provide a Records Management Program in accordance with prescribed contractor requirement documents for records management. Manage Federal Records created or received by M&O Contractor according to NARA-approved schedules and practices. Maintain a Records Inventory and Disposition Schedule (RIDS) and provide records (electronic and/or paper based), including email records management capabilities and a vital records program.

## II. DELIVERABLES

Deliverables include the following:

<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
1. Quarterly Project Review Material and Presentation (E) and (H)	To Be Determined
2. Planned Cost versus Actual Cost Variance Explanation (Legal) Report (H)	Within 14 calendar days of the quarter being reported
3. Annual Diversity Plan (E) and (H)	August 31
4. Update of SPR Blue Plate Presentation (Slide Show – (E), Video – (H))	January 31 and July 31
5. Biennial Review of SPR Video (E)	August 31 (Every Other Year)
6. Proposed Insurance Program (E)	Annually (45 days after implementation if corporate sponsored or 5 days prior to implementation if third-party sponsored)
7. Plan Experience Reporting, Clause H.42 (E)	Annually (Within 90 days of the close of policy year)
8. Report of General Liability Claims/ Settlements	On Occurrence and Quarterly (within 30 days of the close of the quarter)
9. Quarterly Self-Assessments (E), as applicable	5 workdays after end of each evaluation period
10. Printing and Publishing Three-Year Site Plan (E)	Annually (due by date established by DOE Acquisition and Sales Director)

<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
11. Commercial Printing Plan(E)	Annually (due by date established by DOE Acquisition and Sales Director)
12. M&O Record Inventory & Disposition Schedule (E)	Annually, by September 30
13. Assessment of M&O Records Management Program (E)	Quarterly (Within 30 days of the close of the quarter)
14. Update and Recertify SPR's Records Management Compliance Plan (E)	Annually, September 30
15. Review and Recertify SPR's Records Management Plan – SPRPMO 0319 (E)	Annually, September 30
16. Training Plan to prepare all SPR users to use the New Electronic Management System	One-time, by December 30, 2019

### III. PERFORMANCE MEASURES

None.

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveTechnical Support and Management - Information TechnologyI. DESCRIPTION OF WORK

Manage, operate, and maintain computer services to latest versions within one year of version release (unless there are known compatibility issues with other major SPR applications and thus relieved of this requirement by DOE), telecommunication services, office automation, software engineering, and information systems (e.g., Enterprise Resource Planning, SPR Mission-Related Applications such as Sales Offer Evaluation Program (SOEP) and Crude Oil Sales Offer Program (COSOP), Crude Oil Valuation and Tracking System (COVATS), Document Management, Collaboration (SharePoint and K2), E-mail, Extranet Infrastructure, etc.) required to support the mission and goals of the SPR. The information technology and communications functions shall be performed in compliance with the current approved Technical Baseline infrastructure and pertinent DOE Orders and SPR Orders and procedures, the Federal Information Resources Management Regulations, and DOE Chief Information Officer Information Architecture Standards as adopted by SPR.

The M&O contractor shall:

- A. Operate and maintain the business application and database servers, peripheral hardware, and associated software. Conduct appropriate and timely maintenance of in-house developed applications as required to address user requirements, fix vulnerabilities, and upgrade/patch underlying infrastructure. Manage and backup information to ensure data integrity and availability; conduct performance analyses, capacity planning, and configuration management tasks to ensure adequate, current resources; provide consultation services; maintain current operating systems software with migration to latest releases as soon as practical; and maintain a list of physical inventory items that are procured and/or turned over to the M&O contractor to manage. Migrate to more automated systems of Information Technology-oriented configuration management (CM) for software, hardware, and cyber security, and continue the Information Technology Project Portfolio effort. On an annual basis, identify other areas for

innovation that will provide for improved user experience by increasing end user capabilities (self-service or otherwise), and by addressing known end user pain points.

- B. Operate and maintain the Network Infrastructure consisting of wide-area network file/print servers, virtualized server farm, Internet, and fax servers, and related routers, switches, and other communications equipment. Evaluate using cloud services to replace/augment network application servers and services. Additionally, determine if the footprint of the SPR Alternate Data Center can be reduced by offloading servers to the cloud. Manage and control user identities for information systems, as well as maintain the implementation of Homeland Security Presidential Directive-12 (HSPD-12) Logical Access at the domain level of PIV logon to include local, remote, and privileged user access, or other multifactor authentication (MFA) capabilities as applicable. Infrastructure support will include at a minimum operation and maintenance of local and site Voice Over IP (VOIP) telephone systems, cellular services with integrated mobile computing, video conferencing, video bridge, and data communications facilities to include install, move, add, and change tasks for all sites; issue service orders and coordinate Federal Telecommunications System (NETWORX), and leased-line service; coordinate trouble reports; monitor network facilities to assure availability, operating efficiency, incorporating the use of SCOM for server to application monitoring, and adequate bandwidth capacity to the sites; minimize unplanned network downtime; perform routine analysis to minimize misuse of telephone resources; and maintain associated equipment inventory and circuit inventory.
- C. Provide Personal Computer (PC), Tablets, Smart Phones, Thin Client Appliances, and Local-Area Network (LAN) and Wide Area Network (WAN) support by responding to requests for acquisition, developing requirements, installation of PCs and networks, including performance tuning of networks. Provide Help Desk service and fully support standard SPR PC software suite. Provide LAN administration and network management for all SPR networks; provide preventive and corrective maintenance for all PCs and LANs; make required upgrades and maintain a complete library along with an appropriate level of configuration control on all SPR Data Systems infrastructure. Maintain and continue to develop the capacity for secure telecommuting at the SPR. Provide adequate assurance that approved Information Technology requests for new IT Projects (which may include Automated Data Processing (ADP) Hardware, ADP Software, or services) are processed as necessary to support the SPR mission. Assure timely

delivery of initial project schedules for all IT Requests that will have a duration greater than 60 days as required.

- D. Support the SPR computing needs by continuing the developing and/or acquiring and implementing additional functionality of computer applications service on the Enterprise Resource Planning System or in SharePoint. Build new applications and enhance existing applications utilizing a technology included in the Information Technology Long Range Plan. Develop mobile applications to support internal SPR business process. The mobile apps shall be developed using the technology from the IT Long Range Plan. Develop a plan to migrate existing Java applications to SharePoint. Activities include advising users on the computing capabilities, requirements definition, design, program development, acquisition, implementation, and maintenance of applications. This support will complement and incorporate the Content Management effort which will proceed toward implementation. Continue to develop a Middleware tier architecture utilizing web services to minimize custom integrations between applications to support a seamless enterprise architecture supporting a user portal interface and single sign-on network login. Continue efforts to drive additional value from and utilization of the Systems, Applications, and Products (SAP) solution.
- E. Operate and constantly improve a SharePoint Centric Content Management System application to perform combined Records Management and Document Management functions and execute the necessary integration between this system and the other corporate systems, other Content Management Applications (until replaced), and SAP. Incorporate SharePoint as the collaborative and document management phase of the Content Management process. Implement and manage SPR records in accordance with Presidential Mandate M-19-21.
- F. Implement and administer a security program for classified, unclassified, and unclassified sensitive information in accordance with DOE Orders; maintain and submit revisions to SPR System Security Plans (SSPs); maintain program documentation; implement and perform Continuous Diagnostics and Mitigation (CDM) and periodic risk assessments and vulnerability assessments in accordance with the current Risk Management Approach Implementation Plan (RMA IP), and Federal Information System Management Act (FISMA) reporting requirements; review new releases of the RMA IP and create an impact assessment report for the implementation plan within 60 days; meet RMA IP plan of action and milestone (POAM) scheduled completion dates. Provide annual security awareness training and

conduct end-user email phishing tests at least bi-monthly. Perform periodic information security audits and penetration testing to ensure compliance with RMA IP. Provide defense-in-depth protection for SPR network, patch operating system (OS) and application vulnerabilities per the SPR Vulnerability Management Procedure, and monitor DOE-iJC3 communications for current threats and apply blocks of know malicious sites within 3 business days of release by iJC3. Provide for protection of SPR sensitive data by providing encryption for mobile assets as well as digital rights management capabilities for sensitive information. Safeguard protected personally identifiable information (PII), per DOE Memorandum, *Management and Security of Personally Identifiable Information*, dated April 17, 2013, by utilizing processes and solutions to identify unprotected PII on information systems, as well as monitor/prevent loss of PII as provided by applicable DLP solutions. Develop and maintain a disaster recovery/contingency backup plan and operations; this will include the Stennis Alternate work site and the Alternate Data Center (ADC). Prepare an SPR Cyber Security Program Plan as an umbrella document to coordinate the SSPs and other cyber security-related documents as appropriate. Execute CDM for control testing per the RMA IP. Produce annual continuing authority to operate letters per the RMA IP, with full certification and accreditation (C&A) packages every 4 years for SPR unclassified systems, and every 3 years for the SPR classified system. Address all audit and review findings in an adequate and timely manner to ensure compliance with DOE O 205.1C or the most recent guidance included as a contract requirement.

- G. Continue performance-based training (training oriented to that required to perform their job duties) for IT personnel and maintain appropriate level of certification for the help desk staff, network engineers, programmers, and cyber security personnel. Support user training and user self-help to further the change management process required when implementing new systems. Indicate innovation as a core value in employees and in planning IT solutions (e.g., embrace cloud computing, social networking tools, IP-based phone switch, etc., as appropriate).
- H. Plan, budget, and acquire information systems, applications, and tools that support SPR information systems and telecommunications requirements using an appropriate Information Technology configuration management process. Prepare and maintain the SPR Information Technology Long-Range Plan (LRP), prepare budget submittals consistent with the LRP, and prepare the M&O contractor portion of the OMB Exhibit 53's and 300's as required



(annually). An Acquisition Strategy shall be prepared and submitted to DOE for all acquisitions exceeding \$250,000 prior to beginning the acquisition procurement process. For all acquisitions less than \$250,000 but more than \$50,000, an Acquisition Summary shall be submitted to DOE before the procurement process. The Contractor shall support and participate in IT Weekly Project status meeting, participate on the SPR Information Technology Planning Committee (ITPC), and participate in the Information Management Council.

- I. Make continuously available to DOE Information Systems and Technical Services staff: Access to Help Desk Management software, Information Technology Equipment Software Inventory, and the Information Technology Project Schedules, and appropriate outputs of the Microsoft System Center Solutions as implemented.
- J. Establish, maintain, and administer a program for effective Information Technology (IT) acquisitions and management consistent with Federal Information Technology Acquisition Reform Act (FITARA) principles. Define and utilize Enterprise Architecture processes for managing IT investments. Leverage blanket purchase agreements (BPAs) and existing contract vehicles such as NASA SEWP and GSA for IT procurements, when appropriate to meet SPR mission needs and providing best value. Define IT project management best practices; and manage, monitor, and control IT projects per defined processes.
- K. Adopt a continuous improvement methodology as a core value in furtherance of innovation and business process improvement.
- L. As directed by SPR management, support and implement DOE-level initiatives such as OneID and Data Taxonomy, as well as Federal mandates such as Binding Operational Directives (BOD), DHS Continuous Diagnostics and Mitigation (CDM), and Data Center Optimization Initiative (DCOI). Respond to external information requests utilizing the data call workflow process.
- M. Annually conduct a survey for the IT Services Questionnaire for all SPR users to gather data on ongoing efforts to improve customer service and more focused and efficient in allocating available resources. Include a user survey at the completion of each IT Request to ask the user if the IT services provided met their needs, and compile these customer satisfactions results for delivery to the DOE IT Director.



- N. Research, budget, and acquire information relating to implementing an extended wireless network at DOE's sites. Deploy mobile capability for SPR users to utilize the wireless network. Capability includes ruggedized tablets, as well as software and mobile applications for access to SPR data and business functions.
- O. Operate and maintain the extended wireless network infrastructure at remote sites which will consist of wireless controllers, wireless access points, switches and communications equipment. Additionally, full-time on-site Help Desk support will be required to adequately support remote users at each of the SPR field sites.

## II. DELIVERABLES

Deliverables include the following and shall be electronic unless hard copy is requested:

<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
1. Information Management Crosscut (E)	Annually per budget reporting requirements (typically April-June)
2. Initial Draft of Information Technology Long-Range Plan (E)	Annually, June 30
3. Cyber Security Program Plan (E)	Initial 2 <sup>nd</sup> Week in February Final 4 <sup>th</sup> Week in July (Annually)
4. Information Technology Long-Range Plan, Final (E)	September 30 (Annually)
5. Review and Update documentation to reflect current continuous diagnostics and mitigation methodologies and techniques as implemented in the SPR environment, and produce Continuing Authority to Operate (CATO) Letters (E)	Annually, within 11 months of last signed CATO
6. Project Schedules for projects of durations greater than 2 months or 80 man-hours (E)	Within 60 days of the approved IT Request
7. ADC and Stennis Alternate Work Site Test (E)	Annually (before May 15)

<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
8. IT Request ready for SPR IT Qualification Board	Within 45 days of the approved IT Request
9. Publish annual cyber security training for privileged users (E)	August 15 (Annually)
10. Record audit findings in the SPR ATS and create Corrective Action Plan(s) as required. Schedule actions in SPR Plan of Action and Milestones (POAM) as required (E)	60 days from Receipt of Report
11. Vulnerability Status Report to AO (H) to include monthly vulnerability statistics as reported FE	Monthly, draft due to DOE by 7 <sup>th</sup> of each month
12. RMA IP Impact Assessment Report (E)	60 days from release of a Risk Management Approach Implementation Plan (RMA IP) (formerly PCSP)
13. Complete network incident workflow to capture reported incidents(E)	As required
14. Weekly Status Report with Cyber Security Statistics (E)	Before close of business Tuesday of each week
15. Cyber Security Awareness Newsletter (E)	Quarterly
16. Data Calls (E)	By Workflow due date defined for each Data Call
17. PEMP and CAS Measure Updates Recorded in Score Card (E)	Monthly, by the 6 <sup>th</sup> day
18. Identification of PII on SPR Information Systems (e.g., scanning or other mechanisms) (E)	Monthly for File Shares and real-time for SharePoint via AvePoint Compliance Guardian; real-time for Outlook via Mimecast

<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
19. Enterprise Application Inventory (IE, MS Office, SharePoint, etc.) to include current version, maintenance end-of-life, and planned upgrade schedule (E)	Annually, with Final Long-Range Plan Submittal (September 30 <sup>th</sup> )
20. Six-month rolling timeline (high-level) of Data Systems Projects/Efforts or implement a Portfolio-capable tool such as MS Enterprise Project to view categorized projects (E)	Monthly
21. Quarterly Network Circuit Inventory (E)	Quarterly
22. Long Range Plan (LRP) Draft Presentation – The contractor shall formally present the changes to the new version of the LRP document (E)	Annually, with the draft Long Range Plan
23. Alternate Data Center Test Lessons Learned Report (E)	2 weeks after the annual ADC Test
24. Deliver a Lifecycle of Production Hardware Report (E)	Annually, by October 1st
25. Annual ADC Application Certification (E)	Annually, by September 30th
26. Deliver report on the results from the annual survey for the IT Services (E)	Annually, by September 30th
27. Vulnerability Metrics for FE (E)	Monthly, by the 22nd of each month
28. Email Phishing Test	Bi-monthly, by the end of the month

**III. PERFORMANCE MEASURES**

WAD NUMBER: 2020-1.T  
 PERFORMANCE AREA: Technical Support and Management - Information Technology  
 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
1. Effective response to data call requests.	Percentage of responses to data calls returned to DOE site requestor by the due date.	90%	97%
2. Cyber Security  Provide a high level of integrity for all major systems and major applications.	Effectiveness measures relating to blocked intrusions attempts and timeliness of security patches.	a. Apply 95% (quarterly average) of JC3 blocks to known malicious websites within 3 days of release by JC3 with 0 instances of unrecoverable loss or corruption of data  b. Apply 95% of all cyber security patches per the vulnerability management procedure (quarterly average)	a. Apply 98% (quarterly average) of JC3 blocks to known malicious websites within 3 days of release by JC3 with 0 instances of unrecoverable loss or corruption of data  b. Apply 98% of all cyber security patches per the vulnerability management procedure (quarterly average)
3. Responsiveness to IT Requests  Provide adequate assurance that approved IT requests for new Automated Data Processing hardware, software, or services are processed as necessary to support the SPR mission.	Percentage of new IT Project requests that require an Enterprise Change Proposal presented to the Qualification Board in which the project's schedule has been delivered within 45 calendar days of receiving the request.	85% of all IT Project requests	95% of all IT Project requests

WAD NUMBER: 2020-1.T  
PERFORMANCE AREA: Technical Support and Management - Information Technology  
FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
4. Plan of action and milestones (POAMs)	Percentage of plan of action and milestones (POAMs) closed by the scheduled completion date, or by AO-approved extension date.	90%	100%

WAD NUMBER: 2020-1.T  
 PERFORMANCE AREA: Technical Support and Management - Information Technology  
 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT		
		MINIMUM	TARGET	
<p>5. Continuity of Operations for Business Critical Applications</p> <p>Ensure high availability and security of the Crude Oil Sales Offer Program (COSOP).</p>	<p>Continued assurance of the high availability and continuity of operations during Cyber Security attacks and for Disaster Recover events during a sale/exchange.</p>	<p>a. 99.2% availability during normal operations, exclusive of planned downtime, provided by any SPR Network Control Center, Alternate Data Center, or Backup site</p> <p>b. 95% availability within 3 days of catastrophic event</p>	<p>a. 99.5% availability during drawdown, exclusive of planned downtime, provided by any SPR Network Control Center, Alternate Data Center, or Backup site</p> <p>b. 98% availability within 1 day of catastrophic event</p>	
<p>6. Information System Availability</p> <p>Assure availability and reliability of business applications necessary to support the SPR mission (Critical Business Applications). Assure access to the Internet and Intranet Portal to the same average percent.</p>	<p>a. Average quarterly percent availability of applications: Exchange, SAP, Crude Oil Valuation Assessment Tracking System (COVATS), SharePoint, and COSOP, exclusive of planned downtime or external impacts.</p> <p>b. Average quarterly percent availability of Network and Application monitoring tools SCOM</p>	<p>a. <math>\geq 95\%</math> Quarterly Average</p> <p>b. <math>&gt; 97\%</math></p>	<p>a. <math>\geq 98.0\%</math> Quarterly Average</p> <p>b. <math>&gt; 99.0\%</math></p>	

WAD NUMBER: 2020-1.T  
PERFORMANCE AREA: Technical Support and Management - Information Technology  
FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT		
		MINIMUM	TARGET	
<p>7. Information Security</p> <p>Assure protection of sensitive Personally Identifiable Information (PII).</p>	<p>Instances of loss of protected PII because of an error or omission in M&amp;O contractor Data Systems technical administration and management of SPRPMO FISMA computing systems, specifically excluding user error and inadvertent access as defined in USE Memo, Security Incident (Including Cyber Security) Notification Protocol, dated August 23, 2013.</p>	<p>Theft, loss, or compromise of PII for less than 100 individuals (reference USE Memo, Security Incident (Including Cyber Security) Notification Protocol, dated August 23, 2013)</p>	<p>0 instances</p>	
<p>8. Network Incidents</p> <p>Assure timely response to network incidents and extended network outages.</p>	<p>Use network monitoring tool to SCOM to monitor that critical capabilities of the following applications are available and to minimize Network incidents and outages that impact any of the WAD applications during normal business hours (6:30 a.m.-5:30 p.m., Monday-Friday) (Criteria 6). An incident that impacts the WAD application for a period less than 4 hours is a Network Incident and will be reported in SCOM. An incident that impacts one or more of the WAD applications for a period greater than 4 hours is a Network Outage, exclusive of planned downtime or external impacts.</p>	<p>&lt; 20 Incidents and &lt; 7 Outages</p>	<p>&lt; 10 Incidents and &lt; 4 Outages</p>	

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveTechnical Support and Management - Financial ManagementI. DESCRIPTION OF WORK

Provide financial management functions to assure that those items addressed in the work statements and requirements are accomplished in an efficient manner, provide for continuity of operations, plan for future needs, and establish confidence and credibility for the SPR.

As it relates to accounting and budgeting, develop, implement, and maintain a management control system in accordance with DOE Order 413.1B, Internal Control Program.

Assure the following general accounting and financial reporting requirements are met:

- A. Establish and maintain a financial management system and financial procedures, to include at a minimum, general, expense, and subsidiary ledgers, and related chart of accounts to ensure the submission of accurate and timely financial data to meet DOE reporting requirements and to ensure compliance with the DOE Accounting Handbook.
- B. Perform cash management activities, including the administration of banking agreements, reconciliation of bank accounts, and timely processing and collection of receivables.
- C. Prepare and submit reports to meet customer and internal reporting requirements.
- D. Issue all billings and related transfer statements and analyze and reconcile all financial transactions with other integrated contractors and DOE.



- E. Maintain one cost account system for crude oil.
- F. Provide other accounting data/reports as needed to support DOE oversight.
- G. Formulate and manage a control system designed to certify funds availability before entering into a financial commitment without the obligations necessary to fulfill that commitment.
- H. Maintain and manage a control system designed to capture all financial transactions related to property and inventory, including property and inventory purchased through DOE Direct contracts. System shall ensure that correct capitalization and depreciation processes are in place and generally accepted accounting procedures for recording costs and evaluating assets are followed.
- I. Establish and maintain a financial management system that conforms to Generally Accepted Accounting Principles (GAAP), pronouncements of the Federal Accounting Standards Advisory Board (FASAB), and Cost Accounting Standards (CAS).
- J. Maintain 100 percent of cost ceiling compliance as identified in the Financial Plan and in accordance with the WAD ceilings.
- K. Execute FY 2020 Annual Operating Plan within the associated obligations which are the FY 2019 DOE-approved uncosted obligations and the FY 2020 DOE-approved obligations.
- L. Prepare and submit by the 5th workday of every month, a current listing of open Construction Work in Progress items to DOE Finance and DOE's Support Services Contractor for review. Any discrepancies will be resolved by the 15th workday.

In order to fulfill accounts payable and travel requirements, the following tasks must be accomplished:

- A. Verify the validity of supplier invoices against related purchase orders or subcontracts and process payments in a timely manner.
- B. Process payments for all plant operating expenditures.

- C. Monitor travel expense vouchers against Prime Contract requirements and process for payments, ensuring compliance with annually issued GSA per diem updates.

The following Budgeting activities are required:

- A. Coordinate preparation, submission, and execution of all annual budget request documents, including Base Case request, budget modules, construction budget, and crosscut budget data consistent with DOE Order 130.1, Budget Formulation Process, ensuring compliance with prescribed DOE and PMO budget guidance.
- B. Develop and issue labor (straight time and overtime) and fringe rates for budget requirements.
- C. Execute the FY 2020 Annual Operating Plan (AOP) Straight Time Labor at 100% or no lower than 95% below the planned Obligation.
- D. Prepare and submit impact assessments per DOE requirements. Deliverables should include explanations which address cause, impact, and proposed resolution. All deliverables should include a summary which addresses significant components of each deliverable.
- E. Review and assist in preparation of requests for project authorization.
- F. Maintain a work package database supporting the annual budget request (including all scenarios) in SharePoint.
- G. Maintain a work package database supporting the monthly budget execution in the Cost Management Report in SharePoint.
- H. Develop and submit to DOE the AOP to include Obligation and Cost Plans that supports and executes DOE priorities. Compliance with SPRPMO Order 130.1C dated July 16, 2015, M&O Contractor's Annual Operating Plan Formulation and Execution must be ensured.
- I. Prepare and issue, monthly, the Cost Management Report (CMR) that includes significant monthly changes (as defined in the Latest Revised Estimate (LRE) deliverable) to the LRE.

- J. Prepare and submit, quarterly, the cost and obligation LRE to include variance analysis explanations that address cause, impact and corrective action.
- K. Maintain a work package database supporting interim and final Revised Cost Plan submittals in SharePoint.
- L. Provide other budget data reports as needed to support Internal Reviews, Office of Management and Budget-Budgets/Inquiries, Congressional Budget-Submissions/Inquiries, and DOE Inquiries/Direction.
- M. Provide overall management of business activities.
- N. Support and implement DOE-accepted/directed budget initiatives.
- O. All budget and cost deliverables will reference the source document that was used to create the deliverable.
- P. Annually identify and achieve initiatives that work toward the goal of a reduction of year-end uncosted balance by 10% or more.
- Q. By the 3<sup>rd</sup> business day of every month, prepare and submit a current Individual Priority Listing (IPL) to DOE Finance, DOE APMs, DOE Directors, and DOE's Support Services Contractor.
- R. Within 2 business days of Change Control Board (CCB) approval, forward a list of approved CCB items to DOE Finance for review prior to actual implementation.

## II. DELIVERABLES

Deliverables include the following:

<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
1. Automated Standard Application for Payment (ASAP) Summary (E)	1 <sup>st</sup> workday (Monthly)
2. Standard Accounting and Reporting System (STARS) Data (E)	Noon 2 <sup>nd</sup> workday (Monthly)
3. Reconcile Integrated Contractor (IC) trial balance to General Ledger (GL) (E)	15 <sup>th</sup> of each month
4. Financial Plan Analysis (E)	5 <sup>th</sup> workday after Issuance of Financial Plan (Monthly)

<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
5. Annual Financial Reports and Analysis of Financial Statements (E) and (H)	On or about October 13 (Annually)
6. Deposit and Disbursement Reports (E)	1 <sup>st</sup> workday (Monthly)
7. Budget Request and to include a review with DOE Budget at least 4 working days in advance of Senior Staff presentation (E) and (H)	In accordance with the annual Budget Request Guidance
8. Cost Management Report (CMR) (E)	On the 15 <sup>th</sup> workday (Monthly)
9. Quarterly Straight Time Labor Dollar Tracking Report (E)	On the 15 <sup>th</sup> workday (Quarterly)
10. Annual Statement of Cost Incurred (E)	November 12 (Annually)
11. Annual Operating Plan (AOP) and to include a review with DOE Budget at least 4 working days in advance of Senior Staff presentation (E)	As established by the AOP Schedule of Activities
12. Cavern Remediation, Degas, and other special reports as requested by DOE (E)	15 <sup>th</sup> of each month
13. Cost Underrun Utilization (E)	15 <sup>th</sup> workday in October for the prior fiscal year
14. Contingent Liabilities (E)	15 <sup>th</sup> workday of 3 <sup>rd</sup> and 4 <sup>th</sup> Quarter
15. Report of Crude Oil Inventory by Valuation and Trial Balance (E)	15 <sup>th</sup> workday (Monthly)
16. Institutional Cost Report (E)	10 <sup>th</sup> workday (December) (Annually)
17. Construction Work in Progress – Listing of Open Items (E)	5 <sup>th</sup> workday (Monthly)
18. Commercial Banking Statistics (E)	12 Working Days after Quarter End (Quarterly)

<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
19. Letter of Credit Pricing Calculation Worksheet (E)	Within 24 Hours of Contract Execution for Exchange Program and Within 24 Hours of Execution of the Notification of Apparently Successful Offeror for Sale Drawdowns
20. Purchase Request (PR)/Purchase Order (PO) Aging Analysis Report (E)	Submit January, April, July, and September, with justification as to why any PO older than 180 days and any PR older than 90 days are still open and what actions are being taken to close them
21. Uncosted	In accordance with approved Control Milestone Change Request
22. Annual Improper Payment and Payment Recapture Audit (E)	On or about the 15 <sup>th</sup> workday after the end of the 3 <sup>rd</sup> Quarter
23. Latest Revised Estimates and Obligation Plan with Variance Analysis and to include a review with DOE Budget at least 4 working days in advance of Senior Staff presentation (E)	Present DOE Budget: April 30, August 12 Present to DOE Senior Staff: May 11, August 19
24. Latest Revised Estimates and Variance Analysis for exceptions only for major program drivers known and increases/decreases exceeding \$100,000 (E)	Update for exception changes by the 15 <sup>th</sup> of each month
25. Headcount/Staffing Profile and Variance Analysis	5 <sup>th</sup> workday (Monthly)
26. Current Individual Priority Listing (E); Report current listing at each Project Review	3 <sup>rd</sup> workday (monthly)

<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
27. List of approved Change Control Board (CCB) items for DOE review prior to actual implementation; Report current listing at each Project Review	2 <sup>nd</sup> workday after CCB approval
28. Obligations Management Report (OMR) (E)	15 <sup>th</sup> workday of each month
29. Revised Cost Plan (RCP) (E)	15 <sup>th</sup> workday of each month
30. CMR Negative Costs (explains negative Actuals) (E)	15 <sup>th</sup> workday of each month
31. Cost Budget Execution Report (BER), including Variances (E)	15 <sup>th</sup> workday of each month
32. Obligations (OBS) Budget Execution Report (BER), including Variances (E)	15 <sup>th</sup> workday of each month
33. Labor and Cost Management Reports (E)	15 <sup>th</sup> workday of each month
34. Summary of Protective Force Hours (E)	15 <sup>th</sup> workday of each month
35. Protective Force Contractor Report (E)	15 <sup>th</sup> workday of each month
36. Multi-Year Oil Sale Report (E)	15 <sup>th</sup> workday of each month

**III. PERFORMANCE MEASURES**

**WAD NUMBER:** 2020-1.T  
**PERFORMANCE AREA:** Technical Support and Management - Financial Management  
**FISCAL YEAR:** 2020

<b>CRITERIA</b>	<b>PERFORMANCE MEASURE</b>	<b>FY 2020 OUTPUT</b>	
		<b>MINIMUM</b>	<b>TARGET</b>
1. Provide Financial Management Processes and Systems that ensure accuracy in the financial statements.	<ul style="list-style-type: none"> <li>a. Submission of Oil Inventory Valuation without errors.</li> <li>b. Submission of the monthly Integrated Contractor file without errors. No more than two submissions to meet target.</li> </ul>	<ul style="list-style-type: none"> <li>a. Zero</li> <li>b. Noon 2<sup>nd</sup> Workday of the Month</li> </ul>	<ul style="list-style-type: none"> <li>a. Zero</li> <li>b. 1st Workday of the Month</li> </ul>
2. Transfer completed Construction Work in Progress (CWIP) costs to the Property, Plant, and Equipment Account within 6 months of completion.	Number of completed CWIP transactions not capitalized within 6 months of completion.	Zero	Zero
3. Execute FY 2020 Annual Operating Plan (AOP) within Cost and Obligation established for the Final AOP for FY 2020.	<ul style="list-style-type: none"> <li>a. Actual FY 2020 Cost executed to be consistent with total DOE-approved Cost established for the Final AOP for FY 2020 which includes BCRs processed during the fiscal year.</li> <li>b. Actual FY 2020 Obligations executed to be consistent with and not exceed the total DOE-approved Obligations established for the Final AOP for FY 2020 to include BCRs processed during the fiscal year.</li> </ul>	<ul style="list-style-type: none"> <li>a. 90%</li> <li>b. 100%</li> </ul>	<ul style="list-style-type: none"> <li>a. 95%</li> <li>b. 100%</li> </ul>

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveTechnical Support and Management - Property ManagementI. DESCRIPTION OF WORK

The Property Management resources are based on the Fiscal Year Contract Budget Base and support property management activities in New Orleans, including Stennis Space Center, Mississippi, and the following SPR oil storage and distribution facilities:

- A. Bayou Choctaw, Iberville Parish, Louisiana.
- B. West Hackberry, Cameron Parish, Louisiana.
- C. Big Hill, Jefferson County, Texas.
- D. Bryan Mound, Brazoria County, Texas.

The Contractor shall maintain and administer property management systems for personal property, real property, and all Government-owned, rented, or leased motor equipment, motor vehicles, watercraft, and aircraft as described in Part A (Personal Property) and Part B (Real Property) below:

**PART A - PERSONAL PROPERTY**I. DESCRIPTION OF WORK

The Contractor shall use sound business practices, DOE Order 580.1A, DOE Personal Property Management Program, Federal Personal Property Management Regulations and such directives or instructions that the DOE Property Administrator may from time to time prescribe. The contractor's property management systems must be compatible with the Government's systems Energy Asset Disposal System (EADS), Property Information Database System (PIDS), GSA Fleet Drive-Thru, GSA Federal Fleet Management System (FedFMS) and the Federal Automotive Statistical Tool (FAST) so that data and reports generated by the contractor can be



used by the Government. As a minimum, the contractor's systems must include property management life cycle procedures for: (1) Requirements Determination; (2) Acquisition; (3) Accountability, Utilization, and Controls; and (4) Disposal.

The Contractor shall also develop, implement, and administer policies and programs for effective and economical management of Government property to include as a minimum:

The Contractor shall also develop, implement, and administer policies and programs for effective and economical management of Government property to include as a minimum:

- A. Plan and schedule property requirements to assure that supplies and equipment are readily available to satisfy program needs while minimizing operating costs and inventory levels.
- B. Maintain complete and accurate inventory control and accountability records.
- C. Proper care and securing of property to include storage, handling, preservation, and preventive maintenance.
- D. Identify property excess to the needs of the organization and dispose of excess storage through transfer, donation, or sale.

The Contractor shall maintain a personal property balanced program to assure objectives of the property management system are being accomplished. Property performance will be documented and compared to established goals and/or standards. Surveillance areas and goals and/or standards will be jointly developed annually by the SPRPMO Organizational Property Management Officer or the DOE Property Administrator and the Contractor Property Management Officer. The Contractor is to conduct periodic management reviews to assure compliance with prescribed policies, regulations, standards, and procedures.

The Contractor shall effectively provide warehouse management to include open, covered storage and lay down areas. Although the St. James Terminal is not used by the SPR, personal property items are housed on site and the Contractor is required to complete an annual inventory.

The Contractor shall manage the GSA Fleet Drive through portal for all GSA-leased vehicles and the GSA Federal Fleet Management System (FedFMS) for all DOE-owned vehicles. The Contractor shall input, update, and make any necessary

adjustments to maintain the accuracy and completeness of the annual motor vehicle data using the Federal Automotive Statistical Tool (FAST), an internet-based reporting tool.

## II. DELIVERABLES

Deliverables include the following:

<u>Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
1. Physical Inventory Results (E) <ul style="list-style-type: none"> <li>• Ammo – Camp Beauregard, Pineville, LA</li> <li>• Technical Industries, Channelville, TX</li> </ul>	Within 30 workdays of occurrence
2. Property Survey Report (Report of Lost, Missing, Damaged or Destroyed Property) (E) and (H)	Within 7 workdays of occurrence
3. Report of Personal Property Furnished to Non-Federal Recipients (E)	1 workday after October 15
4. Annual Head Quarters Personal Property Reporting (E) and (H)	1 workday after December 15
5. Property Information Database (PIDS) Report (E)	1 <sup>st</sup> workday in December
6. Precious Metal Forecast Report (E)	1 <sup>st</sup> workday in September
7. Annual Negotiated Sales Recipients Report (E)	1 workday after October 15
8. Annual Inventory Plan and Schedule Requirements (E)	Annually October 15 <sup>th</sup>
9. Perpetual/Physical Inventory Results (E)	November 30 <sup>th</sup>
10. Excess Property Identification and Disposal (E)	Throughout FY
11. Property Management System Approval (E)	Every 3 years (Next Due 2021)
12. Report of Exchange/Sale (E)	1 workday after October 15

Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)

Due

13. Vehicle Requirement Data Sheets (VRDS) (H)	1st workday in November
14. Annual Agency Report of Motor Vehicle Data Federal Automotive Statistical Tool (FAST) (E)	1 workday after October 15
15. Report of Exempted Motor Vehicles (E)	On Request
16. EPAct 2005 Section 701 – Waiver Request (E)	Mid-June
17. OMB A-11 – Budget Estimates (E)	Mid-August

**III. PERFORMANCE MEASURES**

WAD NUMBER: 2020-1.T  
 PERFORMANCE AREA: Technical Support and Management - Property Management - Part A - Personal Property  
 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
1. <u>Personal Property Management:</u> Establish, implement, and maintain a written personal property system that: <ol style="list-style-type: none"> <li>a. Provides for the efficient, life-cycle management (from acquisition to disposition) of DOE-owned personal property accountable to its contract;</li> <li>b. Incorporates the uniform principles, policies, standards, guidance, and performance expectations of the DOE personal property management program; and</li> <li>c. Is consistent with the terms and conditions of the contract and prescribed Federal statutes and regulations.</li> </ol>	Fiscal Year Annual Personal Property Requirements are met.	80 percent	90 percent

**PART B - REAL PROPERTY****I. DESCRIPTION OF WORK**

The Contractor shall use sound business practices, Federal and DOE Property Management Regulations, and such directives or instructions that the DOE Realty Officer/Facilities Information Management System (FIMS) Administrator may from time to time prescribe. The contractor's property management systems must be compatible with the Government's systems (FIMS) so that data and reports generated by the contractor can be used by the Government. must include property management life cycle procedures for: (1) Requirements Determination; (2) Acquisition; (3) Accountability, Utilization, and Controls; and (4) Disposal.

The Contractor shall also develop, implement, and administer policies and programs for effective and economical management of Government property to include as a minimum:

- A. Plan and schedule property requirements to assure that supplies and equipment are readily available to satisfy program needs while minimizing operating costs and inventory levels.
- B. Maintain complete and accurate inventory control and accountability records.
- C. Proper care and securing of property to include storage, handling, preservation, and preventive maintenance.
- D. Identify property excess to the needs of the organization and dispose of excess storage through transfer, donation, or sale.

FIMS is the physical assets database for DOE. The contractor shall input, update, and make any necessary adjustments to maintain the accuracy and completeness of the real property data elements within this system. The contractor, in coordination with DOE, shall conduct a FIMS Validation as required by DOE Headquarters on an annual basis. This will entail reviewing a random sample of records in the FIMS Data Base and comparing the data to related source documents for accuracy. Guidance is provided annually by DOE Headquarters.

The Contractor shall effectively manage (office, warehouse, and special purpose) spaces for SPR mission. The spaces include DOE-owned, leased, or controlled facilities and contractor leases. The Contractor is to optimize space utilization, to plan and execute office relocations, and ensure that occupied spaces are maintained at the highest level of physical and environmentally safe conditions.

It should be noted that although the full range of property management resources and the activities associated with the effective and economical management and operation of the St. James Terminal 36-inch Bayou Choctaw pipeline and 40-inch and 30-inch Bryan Mound pipelines is not applicable since they are not used by the SPR even though it is still in DOE's real property inventory. However, the St. James Terminal and the 36-inch Bayou Choctaw pipeline are outgranted to Shell Oil Products U.S. and monitored through the annually conducted Lease Performance Evaluation process. The 30-inch and 40-inch Bryan Mound pipelines are outgranted to ExxonMobil and monitored through the annually conducted Lease Performance Evaluation process.

## II. DELIVERABLES

Deliverables include the following:

<u>Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
1. Annual Status of SPR Real Estate Acquisition Report (E)	Mid-February
2. Update FIMS database and secure source documents to support annual validation (E)	End-June
3. Report and management and/or operational work activities to be conducted on leased office, warehouse and/or special purpose space (E)	Within 24 hours of notice of proposed activity or within 1 hour of notice from duty officer of an emergency action.
4. Annual condition survey of all property assets (E)	End-June

WAD NUMBER: 2020-1.T  
 PERFORMANCE AREA: Technical Support and Management - Property Management – Part B – Real Property  
 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
<p>The Contractor shall ensure the proper stewardship of DOE-owned real property assets</p> <p>a. The Contractor shall also ensure that the data entered into FIMS is comprehensive, accurate, complete, and up to date and matches the information on the current source documents</p> <p>b. Through active, value-based, and informed management processes that ensure the existence of adequate real property assets fully capable of meeting mission requirements under physically and environmentally safe conditions.</p>	<p>a. Percent of accurate data included in FIMS elements based on data analysis or sampling methods.</p> <p>b. Percent of work action reports provided in accordance with requirements</p>	<p>a. 100% accuracy for FIMS Validation Performance Measures which comprises the following data elements: Assets utilized; Replacement Plan Value; Deferred Maintenance; Operating Cost (site-level); Annual Actual Maintenance (asset level); and Annual Rent. 90% accuracy for the remaining FIMS data elements</p> <p>b. 90% accuracy of data</p>	<p>a. 100% accuracy of all FIMS data elements</p> <p>b. 100% accuracy of data</p>



PERFORMANCE MEASURES

WAD NUMBER: 2020-1.T  
PERFORMANCE AREA: Technical Support and Management - Property Management – Part B – Real Property  
FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
c. The Contractor shall conduct an annual survey of each real property asset identifying deficiencies that affect employee safety, mission readiness, operational safety, work health, environmental protection and compliance, security and property preservation.	c. Percent of accurate data in the annual condition surveys	c. 85% accuracy of data	c. 100% accuracy of data

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveTechnical Support and Management - Human ResourcesI. DESCRIPTION OF WORK

Manages and directs an organization which provides for labor compliance, compliance with DOE Regulations, policy and procedure development, implementation and interpretation, responsible for personnel administration for the sites and New Orleans, Equal Employment Opportunity (EEO) administration, employment, compensation, employee relations, medical services, employee assistance program, manpower planning, organization, control staffing plan program, and training and development activities.

A. Personnel and Human Resources:

1. Maintain and monitor an effective automated Human Resources Information System as well as maintain all personnel records, to include SAP Human Resource functionalities implemented.
2. Administer a comprehensive pay and benefits program to provide cost-effective compensation and benefit package to attract and retain competent workforce and maintain compliance with applicable State and Federal regulations. Maintain a total compensation package within industry standards.
3. Administer employment programs for recruitment, hiring, promotions, transfers, relocations, redistribution of workforce, layoffs, outplacement, and terminations.
4. Administer 401K programs and COBRA-required benefits programs.
5. Maintain effective and harmonious employee relations ensuring full compliance with all applicable Federal and State legislation.

6. Coordinate effective negotiations and administration of relevant collective bargaining agreements ensuring full compliance with applicable Federal and State guidelines.
7. Develop, implement, and maintain an effective EEO and Diversity policy and program, consistent with the approved Diversity Plan. Develop, implement, and maintain an Affirmative Action program that will hire and promote minorities, females, veterans, and persons with disabilities. Both programs shall include appropriate involvement with community agencies, schools, colleges, and organizations that positively impact the advancement of minorities, females, veterans, and persons with disabilities.
8. Maintain an effective Employee Concerns Program consistent with all applicable Directives.
9. Maintain an effective fitness for duty program as applicable and an Employee Assistance Program (EAP) for employees and eligible dependents.
10. Maintain an effective occupational medical program in compliance with applicable DOE Orders.
11. Assure the effective and efficient administration of all employee recognition programs.
12. Provide timely response to any DOE requests for special studies, analyses, reports or other activities.
13. Perform all administrative functions related to health benefits and insurance activities for employees and their dependents, including the recoupment of costs over the \$170,000 threshold.
14. Maintain an orderly and efficient assignment of duties and responsibilities for the economical accomplishment of the work. Each position systematically planned so that it is logical and consistent internally and fits with other positions into an orderly, productive, and efficient organization.

B. Training and Development

1. Implement, operate, and maintain a learning management system that will ensure effective and efficient training and personnel development programs.
2. Implement a company-wide training policy which includes: authority, responsibility, administrative controls, and a systematic approach to the development of technical training and employee professional development programs.
3. Evaluate training programs to ensure effective use of budgeted funds.

II. DELIVERABLES

Deliverables include the following:

Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)      Due

**Personnel and Human Resources:**

- |                                                                                  |                                       |
|----------------------------------------------------------------------------------|---------------------------------------|
| 1. Employee Assistance Program Report (H)                                        | November 15                           |
| 2. Report of Work Force Restructuring (E)                                        | As required                           |
| 3. Report of Contractor Expenditures for Employee Supplemental Compensation (E)  | March 1                               |
| 4. Affirmative Action Plan/Report (H)                                            | May 15                                |
| 5. Annual Diversity Plan/Updates and Yearly Updates Thereafter                   | 30 days prior to start of fiscal year |
| 6. Report Percent of Non-Legally Mandated Fringe Benefit Rate to Total Labor (E) | Monthly                               |
| 7. Contractor Salary Wage Increase Expenditure (E)                               | March 1                               |

<u>Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
8. Report of program drug and alcohol testing results consistent with 10 CFR 707 and separate reports on each lower tier subcontractor from maintained records pursuant to applicable Directives (H)	Semiannual January 15 and July 15
9. Monthly Headcount Reports (E)	The Thursday prior to the Project Assessment Briefing, usually the third Thursday of the month
<b><u>Training and Development</u></b>	
10. Annual Training Plan for Next Fiscal Year (October 1 – September 30) (H)	September 1 of each year
11. Annual Report of E-Learning Usage and Compliance (E)	Annually by September 30
12. A list of employees who attended training in excess of 200 hours per employee in the past fiscal year. The list will include employees name, location and title of training, and number of hours of training (E)	September 30

**III. PERFORMANCE MEASURES**

WAD NUMBER: 2020-1.T  
 PERFORMANCE AREA: Technical Support and Management - Human Resources  
 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURES	FY 2020 OUTPUT	
		MINIMUM	TARGET
1. An effective Human Resources program to include efficiencies in staffing, compensation, benefits, and employee relations. a. Compensation. b. Affirmative Action.	a. M&O contractor average salaries/wages to market reference value midpoint. b. Percentage of under-utilized categories as identified in the annual Affirmative Action Plan (where opportunities exist (new hire/promotion: 1 hire, 2 promotions)).	a. 80 percent b. 50 percent	a. ≤ 120 percent b. 75 percent
2. Ensure the implementation of an effective training program by measuring training completion and effectiveness.	Regulatory/compliance using basic qualifications training completed and recorded in SAP for all employees within 30 days.	95 percent	98 percent

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveTechnical Support and Management – Safety and HealthI. DESCRIPTION OF WORK

The Contractor shall develop and implement a safety and health management system that identifies and controls workplace hazards and integrates safety and health into all phases of work planning and execution. The program shall encompass all SPR Government-owned and Government-leased facilities and operations as well as M&O Contractor-leased facilities operated with federal funding and used in support of SPR operations. The resulting safety and health program shall:

- a. Strive to reduce the risk of occupational injuries and illnesses, first aid cases, and safety-related incidents; and
- b. The program shall maintain and adopt the highest standards of performance (i.e., the Occupational Safety and Health Administration (OSHA) Voluntary Protection Program (VPP) criteria) and implement an Integrated Safety Management (ISM) System, ensuring the safe and healthful operation of facilities and protect workers and the public; and
- c. Emphasize management's overriding dedication to safety over schedule and cost; and
- d. Ensure safety is a precondition for all work performed to include a graded and tailored approach as part of activity-based work planning and preliminary job walk downs; and authorization approved at a level commensurate with risk:  
and
- e. Emphasize identification and control of workplace hazards, and implementation of a hierarchy of controls; and
- f. Encourage worker participation in reviewing work activities, identifying associated risks and implementing corrective measures; and

- g. Ensure that workers possess a questioning attitude with respect to safety, can report unsafe acts without retribution, have effective avenues to provide input to safety policies, and procedures, and that workers on any SPR facility or remote work location have the right and responsibility to stop work in the event they observe an unsafe act or if they feel uncertain that the work can be performed safely; and
- h. Promote a safety culture that is resilient to organizational drift and focuses on continuous improvement in safety vs. mere compliance; and
- i. Implement an integrated Industrial Hygiene program based on the principles of workplace evaluation, risk assessment, sampling and analysis methodologies of the American Industrial Hygiene Association's, *A Strategy for Assessing and Managing Occupational Exposures*, 4<sup>th</sup> edition.
- j. The safety and health program will be guided by an Integrated Safety Management System (ISMS) through application of ISM principles, and shall integrate safety into management and work practices affecting all functional areas, including, but not limited to: operations, finance, human resources, subcontractor management, maintenance, engineering design, construction, security, property control and procurement. The ISM System shall:
- k. Include behavioral safety, or a similar peer-to-peer observation and feedback process and
- l. Keep all Accident Prevention Manual (APM) sections current and updated in compliance with OSHA and other applicable Federal and State requirements, applicable DOE and SPRPMO requirements, and as required to maintain OSHA Voluntary Protection Program (VPP) Star status certification at all four sites; and
- m. Include a mechanism to capture employee reports of hazards; and
- n. Include a process for self-assessment, covering safety culture, the timely correction of identified deficiencies, and feedback and continuous improvement processes; and
- o. Contain an inventory of processes and tasks resulting in completed risk assessments of safety and health hazards across the SPR, ensuring that all high-



- risk, high-consequence and uncontrolled hazards have been properly assessed;  
and
- p. Identify and control hazards to prevent and mitigate incidents before beginning work activities, with a focus on high-consequence events resulting in unacceptable consequences; and
  - q. Track and manage risks, working to reduce risk to a level acceptable to senior management; and
  - r. Continuously monitor organizational performance indications to self-identify safety problems and help plan specific improvement actions; and
  - s. Operate a training program which integrates safety culture into ES&H training and ensures that all personnel possess the experience, knowledge, skills, and abilities necessary to discharge their safety and health responsibilities; and
  - t. Use and share lessons learned, operational experiences, incident causal analyses, and cross talks to improve safety systems across the SPR.
  - u. The safety and health program shall comply with the DOE Acquisition Regulation clause located at the Code of Federal Regulations, Title 48, Part 970, Section 5223-1, DOE Order 231.1B, Admin Change 1, Environment, Safety and Health Reporting; DOE Policy 450.4A, Change 1, Integrated Safety Management Policy; SPRPMO M-450.1-1B, the SPRPMO Environmental, Safety and Health Manual, Chapter 3, Safety and Health; SPRPMO N-450.4, Implementation of Environmental, Safety and Health Contractor Requirements Documents; SPRPMO N 450 series SPR Environmental, Security, Safety and Health, and Emergency Preparedness Goals Fiscal Year 2020; SPRPMO 0037, Integrated Safety Management System Description; the Code of Federal Regulations, Title 29, Parts 1904, 1910, and 1926; the Code of Federal Regulations, Title 49, Part 195, Transportation of Hazardous Liquids by Pipeline; Louisiana Administrative Code, Title 43, Part XVII, Natural Resources Office of Conservation – Injection and Mining, Subpart 3; Texas Administrative Code, Title 16, Part 1, Chapter 3, Rule 3.95, Underground Storage of Liquid or Liquified Hydrocarbons in Salt Formations; and DOE STD 6005-2001, Industrial Hygiene Practice. The Contractor shall provide support to DOE and all Contractor elements for the implementation of, and compliance with, the safety and health elements of all DOE and SPRPMO Orders, Policies, Notices, Manuals, and Standards that apply to this Contract.

II. DELIVERABLES

Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)

Due

1. Individual injury and illness reports must be submitted electronically using the Computerized Accident/Incident Reporting System (CAIRS), as required by DOE O 231.1B, Admin Chg 1 (E)

New Injury and Illness Reports: Twice per month, on or before the 15<sup>th</sup> of the month and the last working day of the month. Initial reports must include the actual number of days away, restricted or transferred (DART) as of the date of the report.

Revised Reports:  
Revisions to lost work time and any information initially reported will be submitted quarterly, by the 10<sup>th</sup> day of the month following the end of each calendar quarter until the case is closed.

2. Tabulation of work hours for all SPR Organizational Codes in CAIRS

October 10, January 10, April 10, and July 10

Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy) Due

3. Conduct an effective causal analysis using a graded approach that is appropriate to the complexity of the situation. May be conducted in conjunction with DOE-directed investigations. Casual analyses shall be conducted by a person trained in the method used (e.g., TapRoot, 5-Why Analysis, Fishbone Diagram) and include:
- accurate and complete descriptions of the event (including photographs as appropriate) to support identified causes
  - all root/contributing /direct causes with substantiating details, casual analysis method used
  - an association of ISMS general principles and/or core functions
  - causal analysis method used
  - proposed corrective actions/recommendations and
  - implementation schedules to mitigate identified causes
  - person(s) performing/leading the analysis

Findings for root cause analyses shall be entered into ATS. (E)

- a. Root cause analysis for vehicle accidents
- b. Root cause analysis for recordable injury or illness cases resulting in Days Away, Restricted Work or Job Transfer (DART).

Within 30 calendar days after date of accident.  
3 days before new Individual Accident/Incident forms are entered into CAIRS.4

<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
4. Quarterly Safety, Industrial Hygiene and Recordable Injury Quarterly Report, to include:  a. Quarterly and Cumulative Fiscal Year-to-Date Days Away, Restricted Work or Job Transfer (DART) Case Rate for:  i. M&O contractor and its subcontractors only (E) ii. M&O contractor, its subcontractors, DOE, and it's Prime Contractors and subcontractors (E)  b. Quarterly and Cumulative Fiscal Year-to-Date Total Recordable Case (TRC) Rate for the:  i. M&O contractor and its subcontractors only (E) ii. M&O contractor, its subcontractors, DOE, and its Prime Contractors and subcontractors (E)  c. Separate Cumulative Fiscal Year-to-Date Lists, with descriptions, of recordable injury or illness cases and vehicle accidents for M&O contractor, its Subcontractors, DOE, and its Prime Contractors and Subcontractors, by Occurrence Date (E)  d. All disciplinary actions and/or enforcement actions related to safety and health (inclusive of FFPO and Contractors) (no sensitive/PII information) to include (E):  i. Date of initiating safety and health event ii. Description of safety and health event iii. Job classification	7 calendar days after the end of the quarterly period

<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
<ul style="list-style-type: none"> <li>iv. Employer</li> <li>v. Description of disciplinary action and/or enforcement</li> </ul>	
e. A report analyzing safety and IH training to include (but not limited to)	
f. A report analyzing safety and IH training to include (but not limited to):	
<ul style="list-style-type: none"> <li>i. Training completion goals and number of completed and in complete training for each target audience category.</li> <li>ii. Code each class with Safety (SAF), industrial hygiene (IH), or OSHA required (OSHA)</li> <li>iii. Include performance measure calculation</li> </ul>	
5. Annual Voluntary Protection Program (VPP) Self-Assessments of Site Safety and Health Report sent to OSHA and DOE VPP for each site (E)	February 15
6. Review and update SPR Contractor Integrated Safety Management (ISM) System Description (E)	November 30
7. Conduct an SPR ISM System FY 2019 Annual Review and generate a report-collaborative effort with Quality Assurance, Environmental, Operations (E)	December 31

<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
8. Brief FY 2019 ISM System Annual Review and ISM System Description to the SPRPMO PM and SSRs; declare the ISM System effective to DOE; communicate results to the SPR sites; and post the FY 2019 ISM System Description and Annual Report to the SPR SharePoint home page (send out SPR-wide notification email).	No later than March 31
9. Submit an updated weekly First-Aid and Recordables Report (E)	Weekly every Thursday before 10:00 a.m., send updated report to the SPR ES&H Director and the DOE Safety Staff
10. Safety and Industrial Hygiene Survey of Firing (E) and (H):	Annually, each fiscal year prior to September 30
a. Provide a report including, but not limited to, an evaluation of all Safety and Health requirements included in DOE O 473.3 Attachment 2, Sections I-L, APM Sections 9 (Bloodborne Pathogens), 15 (Electrical Safety-Related Work Practices), 23 (Hazard Communications Program), 26 (Industrial Hygiene Program), 36 (Hearing Conservation), 50 (Carcinogens), 55 (Pressurized Compressed Air and Gas). This report may be included in other contractor range assessment reports or as a separate document	
11. Process Safety Management Compliance Audits (E)	As Required by 29 CFR 1910.119 (O) (next regulatory due date is December 2019)



<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due Date</u>
14. Provide input to the SPR Annual Report and FE Annual ES&H Data Call):	As scheduled.
15. Project/Program Review Safety and Health Slides (E)	Quarterly
16. Conduct an SPR ES&H Summit	Before September 30
17. Safety Culture Assessment Report and Briefing (E):	April 30
a. Using DOE G 450.4-1C Attachment as a guide, assess the safety culture across the SPR	
b. Includes FFPO, Contractors, and DOE	
c. Provide briefing to SPR Project Manager (as standalone or part of Project Review)	
18. Heroes for Zero Data Submittals (E)	Within 7 business days after the end of each month
19. Conduct Two Tripartite Safety Council Meetings. Develop developing agendas, and writing meeting minutes, track action items, develop/track corrective actions (E)	As Required
20. Safety and Health CAS Update (E)	August 31 or As Required
21. Workover Safety Reports, Rig Inspection Reports, H2S/VOC/Benzene Sampling Log, Heat Stress Log (E)	Daily or As Required



<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due Date</u>
22. Notification with supporting details of Industrial Hygiene overexposures/suspected overexposures (Hydrogen Sulfide alarms, VOC alarms, Benzene alarms, and/or quantitative monitoring results above the ACGIH limits or other relevant Occupational Exposure Limits (OELs	Within 24 hours and in compliance with DOE O 232.2A
23. Lock Out-Tag Out Program Summary Summary update-report on status of LOTO program after implementation of changes from 2019 DOE/ M&O LOTO Summit and LOTO Effectiveness Review report	July 31
24. Training Effectiveness Review for the following areas: <ul style="list-style-type: none"> <li>a. Lockout/Tagout</li> <li>b. Respiratory Protections</li> <li>c. Confined Spaces</li> <li>d. Electrical Safe-Work Practices</li> <li>e. Personal Fall Protection</li> <li>f. Hazard Communication <ul style="list-style-type: none"> <li>• Emphasis on H2S and Benzene</li> </ul> </li> </ul>	Report status quarterly with all topic areas complete NLT September 30
25. Ensure all Life Extension 2 specific safety and health reporting is included as part of the base program WAD requirements, but is labeled as LE 2.	

**III. PERFORMANCE MEASURES**

**WAD NUMBER:** 2020-1.T  
**PERFORMANCE AREA:** Technical Support and Management – Safety and Health  
**FISCAL YEAR:** 2020

<b>CRITERIA</b>	<b>PERFORMANCE MEASURES</b>	<b>FY 2020 OUTPUT</b>	
		<b>MINIMUM</b>	<b>TARGET</b>
1. Safety Statistics	<ul style="list-style-type: none"> <li>a. Days Away Restricted /Transferred (DART) Rate per 200,000 worker hours (M&amp;O contractor and M&amp;O contractor’s subcontractors).</li> <li>b. Total Recordable Case (TRC) Rate per 200,000 worker hours (M&amp;O contractor and M&amp;O contractor’s subcontractors).</li> </ul>	1.50 Cases	≤ 0.90 Cases
		2.80 Cases	≤ 1.40 Cases
2. Safety Performance	<p>Number of incidents that include any of the following:</p> <ul style="list-style-type: none"> <li>a. A work-related fatality, or</li> <li>b. A single incident requiring in patient hospitalization of 1 or more M&amp;O contractor or M&amp;O contractor’s subcontractor employees, including any amputation or loss of an eye.</li> </ul>	Zero Incidents	Zero Incidents
		One Incident excluding fatalities	Zero Incidents

WAD NUMBER: 2020-1.T  
 PERFORMANCE AREA: Technical Support and Management – Safety and Health  
 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURES	FY 2020 OUTPUT	
		MINIMUM	TARGET
<p>3. Industrial Hygiene Corrective Actions Performance:</p> <p>970.5223-1 (c) (5): Provide feedback on adequacy of controls and continue to improve safety management</p> <p>970.5223-1 (g): The contractor shall promptly evaluate and resolve any noncompliance with applicable ES&amp;H requirements and the system</p>	<p>Corrective Actions to a DOE Finding (as communicated to M&amp;O Contractor’s S&amp;H oversight office) entered into the Action Tracking System (ATS)</p>	<p>80% of all DOE-initiated, Industrial Hygiene-related ATS corrective actions (assigned to New Orleans or the Sites) submitted and approved within 45 days.</p>	<p>100% of all DOE-initiated, Industrial Hygiene-related ATS corrective actions (assigned to New Orleans or the Sites) submitted and approved within 45 days.</p>

WAD NUMBER: 2020-1.T  
PERFORMANCE AREA: Technical Support and Management – Safety and Health  
FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURES	FY 2020 OUTPUT	
		MINIMUM	TARGET
<p>4. OSHA, Safety, and Industrial Hygiene Training: 970.5223-1 (b)(3): Personnel possess the experience, knowledge, skills, and abilities that are necessary to discharge their responsibilities.</p> <p>SPRPMO O 420.1D Attachment 1: Establish clear and unambiguous roles and responsibilities for the conduct of all SPR activities.</p>	<p>Completion of all M&amp;O-identified and regulatory-required safety training for M&amp;O employees.</p> <p>Industrial Hygiene-Related Training for IH technicians, safety personnel with IH-related responsibilities, operations/maintenance personnel with IH responsibilities, and supervisors/managers with IH-related responsibilities</p> <p>(OSHA) OSHA Required Training weight: 0.5 (SAF) M&amp;O Identified, non-OSHA Required training: 0.25 (IH) IH-related training weight: 0.25 Formula: (%complete OSHA) (.5) + (%complete SAF) (.25) + (%complete IH) (.25) =total % complete</p>	<p>80% of all personnel with IH responsibilities trained by the end of the second quarter 2018</p> <p>Must maintain a minimum of 80% for each quarter to achieve minimum annual performance.</p>	<p>90% of all personnel with IH responsibilities trained by the end of each quarter.</p>

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveTechnical Support and Management - Fire Protection/Emergency ManagementI. DESCRIPTION OF WORKFire Protection

The Fire Protection program provides engineering and technical oversight to ensure that SPR fire equipment and systems are maintained in a manner to prevent, detect, and mitigate fires. This will be accomplished through operational readiness inspections; sound engineering design and construction review, and proper checks of fire protection systems and equipment for protecting the public, employees, and property from fire losses. The program will provide for training and certification of Emergency Response Team (ERT) personnel in accordance with DOE *Facility Safety* directives, National Fire Protection Association (NFPA) requirements, Occupational Safety and Health Act (OSHA), and other applicable standards. Verification of the reliability of fire detection and suppression systems shall be accomplished by the thorough-conduct of tests, independent audits, and inspections of fire systems and equipment. The Fire Protection Program and procedures will be compliant with NFPA and other fire-related standards and requirements applicable to the SPR.

Emergency Management (includes Emergency Preparedness and Response)

The disciplines of emergency preparedness and response form the emergency management program. Emergency Management will develop and implement all-hazards planning, preparedness, and response capabilities to ensure timely and effective all hazards response to events that may adversely affect the health and safety of the public and employees, for protecting property and the environment, and ensuring drawdown operations in the event of emergencies. The program will provide for: maintenance and inspection of emergency facilities and equipment; training of the ERT personnel; emergency drills and exercises at each SPR site in compliance with DOE and SPR Orders and Federal and state regulations; the updating of current emergency plans and procedures based on site specific hazards; the initiation and maintenance of Basic Ordering Agreements (BOAs) and mutual

aid agreements for response organizations; and coordination with Federal, state, and local, agencies. The disaster recovery program provides the SPRPMO a plan to enable SPRMO and the M&O contractor with temporary facilities and equipment necessary to continue the essential functions of SPR operations and business recovery. The M&O contractor will develop disaster recovery procedures as part of an integrated Continuity of Operations Plan (COOP). The Disaster Recovery/COOP Program must include the Stennis and NOLA Warehouse, stored equipment, and functional areas.

The Contractor shall perform the following Emergency Management and Fire Protection/Disaster Recovery/COOP activities:

- A. Organize and maintain an Emergency Response Organization (ERO) that includes qualified ERT members at each storage site and Emergency Management Teams (EMTs) at the SPR.
- B. Staff and maintain Mutual Assistance Agreements with local area mutual assistance associations, local Government emergency directors, fire departments, sheriffs, and other agencies where possible and as appropriate.
- C. Assure response readiness for the emergency cadre. This includes emergency cadre lists are current, and cadres are trained and qualified, and they are available for immediate response with the required equipment. Conduct communication tests for ERT and EMT personnel.
- D. Maintain a comprehensive Emergency Management Program plan and facility/site specific implementing emergency response procedures as required by State and Federal regulation, including OPA 90 and DOE Order 151.1D, for timely emergency response. Update and revise all developed plans and procedures as required. Coordinate emergency plans with off-site agencies such as the Local Emergency Management Committees and local law enforcement agencies.
- E. Ensure the SPR properly maintains emergency facilities and equipment to:
  1. Operate an SPR Emergency Operation Center (EOC) in New Orleans and a facility EOC at each storage site and Stennis, and predesignate appropriate alternate off-site EOC facilities for each location as required by DOE Orders and local requirements.

2. Operational communications with the ability for communication capability with emergency responders and DOE Headquarters EOC.
  3. Develop procedures that implement or recall capability during emergency or COOP operations.
  4. Respond with emergency equipment for initial emergency response such as first aid, medical treatment, emergency transportation, communications equipment, fire protection equipment, and spill response equipment at each storage site.
- F. Maintain and operate adequate mobile/portable EOC and Emergency Communication Equipment in coordination with the DOE Emergency Communication Network (ECN).
- G. Maintain and exercise Basic Ordering Agreements (BOAs) with response and cleanup contractors. Ensure proper notification of responders and regulatory agencies during an event, including DOE personnel.
- H. Develop protective action and accountability procedures to be taken during events at the SPR. Ensure employees are aware of and familiar with the protective action procedures, including sheltering locations, evacuation routes, and assembly areas.
- I. Ensure the SPR Emergency Management is in a constant state of readiness through a coordinated training, exercise, and drill program. Conduct scheduled and unscheduled tabletops, exercises, and drills as required by DOE and regulatory agencies and SPR plans.
- J. Develop and implement a formal emergency response training for the SPR that includes ERT qualification training, fire suppression, first aid, management officials and specialized emergency duty personnel, and all others with emergency response responsibilities, including SPR and DOE personnel.
- K. Ensure that 100 percent of Incident Commanders/Qualified Individuals are trained in Incident Command System to the appropriate level.
- L. Provide adequate fire protection management to ensure fire prevention and protection systems and equipment are properly inspected, maintained, and operated to provide appropriate levels of protection throughout the SPR. Maintain adequate staff, including Fire Protection Engineers. Continuing

education and training shall be provided to maintain and enhance the competency of the Fire Protection staff to professional levels. Provide and maintain a review and comment system of all plans and specifications to ensure the SPR is designed and constructed to mitigate Risk/Highly Protected Risks (IR/HPR) levels of fire protection. Provide oversight and analysis consequence, probability, failure mode(s), and efficient and effective corrective actions and prioritized for funding of the corrective action(s).

- M. Promptly notify the Assistant Project Manager for Technical Assurance and Director, Security and Emergency Operations of a Fire Protection/ Emergency Management event, deficiencies, problems, corrections, and changes to Fire Protection and Emergency Management systems, equipment, policy and ERT staffing.
- N. Provide cost-effective, timely, and appropriate recommendations on permanently correcting Fire Protection related deficiencies identified in the Assessment Tracking System.
- O. Conduct Emergency Management/Fire Protection self-assessment of facilities and operations according to the scope and frequency established by DOE and SPRPMO requirements and DOE Order. This shall include appraisals, performance analysis, follow-up, communications, and corrective action tracking.
- P. Prepare and make presentations required by DOE.
- Q. Provide for the timely completion of Emergency Management and Fire Protection assignments as required by directive and the Contractor Requirements Document.
- R. The Contractor shall utilize the Occurrence Reporting Processing and Information Guidance in conformance with DOE and SPRPMO Orders.
- S. Provide adequate Disaster Recovery management to ensure Disaster Recovery plans, procedures, and equipment are in place and available for COOP in case of a major disaster at any SPR facility. Develop training for COOP personnel as identified in the SPR Plans.
- T. Schedule and conduct necessary drills/exercises to ensure plans, equipment, and personnel readiness in case of a COOP event.



II. DELIVERABLES

Deliverables include the following:

<u>Deliverables (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
1. Submit Exercise After Action Report(s) (E) and (H)	Not later than 45 working days after exercise completion
2. Record Lessons Learned from each PREP Exercise (E)	Not later than 45 calendar days after the After-Action Report is accepted by SEOD
3. Submit Corrective Action Plan for all deficiencies noted in self assessments and outside program review(s) (E)	30 working days after receipt of initial findings
4. Submit Emergency Response Assurance Plan (ERAP) and Exercise Schedule (E) and (H)	October 15 <sup>th</sup>
5. Provide Final Exercise Drill Package for signature (H)	30 calendar days prior to exercise
6. Conduct Staff Hurricane Awareness Training	May 31 <sup>st</sup>
7. Submit updated/reviewed M&O contractor Business Continuity Plan (COOP) (E) and (H)	By Milestone Date
8. Provide training to all ERT members	Annual

**III. PERFORMANCE MEASURES**

WAD NUMBER: 2020-1.T  
 PERFORMANCE AREA: Technical Support and Management - Fire Protection/Emergency Management  
 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
1. Ensure Emergency Response Team (ERT) members are prepared to respond to emergencies at each site.	a. Percentage of (quarterly) trained ERT members at each site.	a. 95 percent of authorized ERT members at each site must be trained and fully qualified	a. 100 percent of authorized ERT members on roster at each site must be trained and fully qualified
	b. Percentage of key spill response equipment categories listed in site’s quarterly spill response equipment readiness inventory is available and functional and operational. (1) Boom Sections, (2) Boats, (3) Motors, (4) Trailers, (5) Response Trailer, (6) Command Trailer, (7) Command Vehicle, (8) Tow Trucks, (9) Confined Space Rescue Equipment.	b. 90 percent of inventory must be available for emergencies	b. 100 percent of inventory must be available for emergencies
	c. Successful completion of Preparedness for Response Exercise Program (PREP) drills/exercises objectives and equipment readiness.	c. N/A	c. 100 percent of PREP objectives tested (prorated)
2. Emergency Management	a. Conduct an annual self-assessment using established Standards and Criteria.	a. N/A	a. 100 percent
	b. Emergency Management Inspection must achieve a Satisfactory and Effective Performance Rating.	b. N/A	b. 100 percent

WAD NUMBER: 2020-1.T  
 PERFORMANCE AREA: Technical Support and Management - Fire Protection/Emergency Management  
 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		MINIMUM	TARGET
3. M&O Contractor Business Recovery Plan must be current and accurate.	<ul style="list-style-type: none"> <li>a. Annual review and update.</li> <li>b. Business Recovery Plan must support the current SPRPMO Continuity of Operations Plan.</li> </ul>	<ul style="list-style-type: none"> <li>a. N/A</li> <li>b. N/A</li> </ul>	<ul style="list-style-type: none"> <li>a. 100 percent</li> <li>b. 100 percent</li> </ul>
4. Emergency Plans	Emergency Plans must be reviewed and revised as necessary, annually.	N/A	100 percent
5. Fire Protection Planning	<ul style="list-style-type: none"> <li>a. Annual review/update to the Fire Protection Manual ASL 5480.18 and associated procedures.</li> <li>b. Maintain Training Competency Schedule and records on ERT members.</li> <li>c. Update test procedures and work instructions for maintenance and testing of the fire equipment.</li> <li>d. Develop and deploy employee awareness training for fire protection (note: may be done with Emergency Management).</li> </ul>	<ul style="list-style-type: none"> <li>a. N/A</li> <li>b. N/A</li> <li>c. N/A</li> <li>d. N/A</li> </ul>	<ul style="list-style-type: none"> <li>a. 100 percent</li> <li>b. 100 percent</li> <li>c. 100 percent</li> <li>d. 100 percent</li> </ul>
6. Emergency Event Reporting/ Classification	Accurately categorize operational emergencies.	N/A	100 percent

## M&amp;O CONTRACTOR FOR STRATEGIC PETROLEUM RESERVE

Work Authorization DirectiveTechnical Support and Management - Internal AuditI. DESCRIPTION OF WORK

The purpose of the Internal Audit function is to comply with the Internal Audit Clause of the contract (Department of Energy Acquisition Regulation 970.5232-3) and related applicability of DOE Orders O 221.2A “Cooperation with the Office of Inspector General;” O 226.1B “Implementation of Department of Energy Oversight Policy;” O 227.1A, Independent Oversight Program, 2340.1C “Coordination of GAO Activities;” O 413.1B “Internal Control Program;” and O 221.1B “Reporting Fraud, Waste, and Abuse to the Office of Inspector General.”

1. The Internal Audit operations must be conducted in a manner satisfactory to DOE, which includes:
  - a. Be organizationally independent, both de facto and in all outward indications.
  - b. Maintain a sufficient staff to provide adequate audit coverage of key operations and related costs.
  - c. Maintain staff of appropriately trained professionals to comply with Institute of Internal Auditors (IIA), Standards for the Professional Practice of Internal Auditing (includes Continuing Professional Education (CPE), focused on specialized training in areas to be covered in Annual Audit Plans, i.e., Information Systems and SAP audits).
  - d. Perform sufficient testing of systems’ “internal controls” (management controls) and substantive testing of financial transactions to ensure that costs are reasonable, allowable, and allocable under the contract, and issue final Incurred Cost audit reports (for the Base Program and LE 2) by April 15, 2020 unless unforeseen circumstances necessitate an agreed upon extension of the date.

- e. Prepare Fiscal Year (FY) 2021 Annual Audit Plan to provide for adequate coverage of reasonableness, allowability, and allocability of all incurred costs and submit plan by June 17, 2020, for subsequent Head of Contracting Activity (HCA) or designee approval and submission to the Office of Inspector General (OIG). The plan should be based on a risk assessment of auditable areas, incorporate areas of concern identified by DOE/M&O Contractor management and OIG, and include a data sheet for each audit planned.

## 2. Internal Control Program Reporting

- a. Support M&O Finance's annual and quarterly reporting of Internal Control Evaluations based on the Fiscal Year Guidance from the DOE Office of Chief Financial Officer (CFO) implementing DOE O 413.1B, "Internal Control Program" in compliance with the Federal Managers Financial Integrity Act (FMFIA). Support shall include:
  - (1) Testing and validation associated with the Financial Management Assurance (FMA) Evaluation results as documented in the CFO (M&O's) Excel FMA Tool.
  - (2) Review/identify or concur with any Potential or Immediate Significant Issues identified in the Excel Entity Assessment Tool (EAT).
- b. Preparation and submission of the FY 2020 Annual Assurance Report from the M&O Contractor Project Manager to the DOE Project Manager. This report will consider the following:
  - (1) Status of Management Control and Financial Management Systems. Consider existing information such as:
    - (a) Internal and external reviews, audits, appraisals, and other types of evaluations and any problems that were disclosed.
    - (b) Activity reports and other existing mechanisms for reporting to management and any problems disclosed.
    - (c) Problems identified through ongoing quality initiatives.

- (d) Underlying management principles incorporating GAO standards for Internal Controls.
  - (e) Strategic Plans, Budget, and Customer Needs.
- (2) Summary of audit activity during the fiscal year.
  - (3) Identification of any “Reportable Conditions/Material Weaknesses/ Material Nonconformances,” in accordance with the Office of Chief Financial Officer’s direction for compliance with the reporting requirements of DOE 413.1B, “Internal Control Program.”
  - (4) The FY 2020 Annual Assurance Report must be signed by the M&O Contractor’s Project Manager as of the submission date and submitted to DOE by June 28, 2020.

### 3. Audit Resolution and Follow-up System

Maintain Audit Resolution and Follow-up System to track Internal Audit and other findings/recommendations.

- a. Timely Resolution of Internal Audit findings/recommendations.
  - (1) Ensure timely closure of above with signed resolution agreement between DOE Audit, DOE Contracting Officer and M&O Contractor.
- b. Timely Resolution of IG, GAO, and DOE Audit findings/recommendations.
  - (1) Ensure timely closures of above with signed resolution agreement between DOE Audit, DOE Contracting Officer and M&O Contractor

### 4. OIG’s Cooperative Audit Strategy

Adhere to the OIG's Cooperative Audit Strategy which continues to place increased reliance on the Internal Audit Group's audits to help meet its mission objectives.

5. Peer Review

Submit to, at least once every 5 years, a peer review of the Internal Audit function and organizational position, to be conducted by two other non-affiliated M&O contractors' Internal Auditors, and annually participate as team leader or team member for two of the years not under review.

6. Updates to SPR-Approved Audit Plan

Document all Special Requests for Audits in an addendum to the SPR-Approved Audit Plan. The addendum will address impacts to planned audits and establish applicable milestone dates.

II. DELIVERABLES

<u>Deliverable (E = Electronic via Link to a Document Management System, H = Hardcopy)</u>	<u>Due</u>
1. Audit reports of Internal Audits performed in accordance with the SPR-approved Annual Audit Plan, developed in accordance with the OIG Cooperative Audit Strategy, or modified with SPR concurrence, (NOTE: The final reports, relative to incurred cost reports for Base Program and LE 2 are due by April 15, 2020.) (E)	April 15, 2020
2. Audit Planning Package to include Section 1 - FY 2019 Audit Plan with Audit Data Sheets and Section 2 - Risk Assessment by June 15, 2020 (E)	June 15, 2020
3. Annual Assurance Letter and Report containing the M&O Contractor Project Manager's signature due to appropriate DOE PMO personnel on or before June 30, 2020. (E)	June 30, 2020



**III. PERFORMANCE MEASURES**

WAD NUMBER: 2020-1.T  
 PERFORMANCE AREA: Technical Support and Management - Internal Audit  
 FISCAL YEAR: 2020

CRITERIA	PERFORMANCE MEASURE	FY 2020 OUTPUT	
		TARGET	STRETCH TARGET
1. Conduct suitable Internal Audit Operations under the contract.	Percentage of tasks initiated from the FY 2019 Audit Plan, including audits, special projects, required reporting assignments, and tasks added or substituted as needed.	85 percent	95 percent
2. Maintain Audit Resolution and Follow-up System to track compliance with issues/findings identified through any review or audit conducted by any of the following groups: Inspector General (IG), Government Accountability Office (GAO), FFPO Internal Audit, or DOE Audit	Timely resolution of Internal Audit findings and recommendations as well as timely resolution of IG, GAO, FFPO and DOE Audit findings and recommendations leading to closure with signed resolution agreement between DOE Audit, DOE Contracting Officer and M&O Contractor.	For any audit closed in FY20 (regardless of when it began) with findings for the SPR, the corrective action plan was developed by FFPO and approved by DOE within 75 days	For any audit closed in FY20 (regardless of when it began) with findings for the SPR, the corrective action plan was developed by FFPO and approved by DOE within 60 days

**ATTACHMENT E - SERVICE CONTRACT LABOR STANDARDS  
(WAGE DETERMINATIONS)**

The Wage Determinations applicable to the current Management and Operating contract for the period April 1, 2020 through March 31, 2021 are:

State(s)	Wage Determination No.
Louisiana: (Jefferson Parish - Harahan)	2015-5189 Revision No. 15 (12/23/19)
Louisiana: (Iberville Parish - Bayou Choctaw)	2015-5177 Revision No. 10 (12/23/19)
Louisiana: (Cameron Parish - West Hackberry)	2015-5186 Revision No. 12 (12/23/19)
Texas: (Jefferson County - Big Hill)	2015-5217 Revision No. 13 (12/23/19)
Texas: (Brazoria County - Bryan Mound)	2015-5233 Revision No. 14 (12/23/19)
Mississippi: (Hancock County - Stennis Warehouse)	2015-5147 Revision No. 10 (12/23/19)

"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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-5189  
Revision No.: 13  
Date Of Last Revision: 06/04/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Louisiana

Area: Louisiana Parishes of Jefferson Orleans Plaquemines Saint John The Baptist St Bernard St Charles St Tammany

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.31
01012 - Accounting Clerk II		16.06
01013 - Accounting Clerk III		17.97
01020 - Administrative Assistant		23.95
01035 - Court Reporter		22.30
01041 - Customer Service Representative I		11.98
01042 - Customer Service Representative II		13.46
01043 - Customer Service Representative III		14.69
01051 - Data Entry Operator I		12.32
01052 - Data Entry Operator II		13.68
01060 - Dispatcher Motor Vehicle		18.12
01070 - Document Preparation Clerk		17.50
01090 - Duplicating Machine Operator		17.50
01111 - General Clerk I		11.58
01112 - General Clerk II		12.63
01113 - General Clerk III		14.18
01120 - Housing Referral Assistant		21.88
01141 - Messenger Courier		13.61
01191 - Order Clerk I		14.80
01192 - Order Clerk II		16.15
01261 - Personnel Assistant (Employment) I		15.79
01262 - Personnel Assistant (Employment) II		18.12
01263 - Personnel Assistant (Employment) III		19.97
01270 - Production Control Clerk		27.15
01290 - Rental Clerk		14.11
01300 - Scheduler Maintenance		17.56
01311 - Secretary I		17.56
01312 - Secretary II		19.49
01313 - Secretary III		21.88

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01320 - Service Order Dispatcher	16.02
01410 - Supply Technician	23.95
01420 - Survey Worker	15.82
01460 - Switchboard Operator/Receptionist	11.72
01531 - Travel Clerk I	15.53
01532 - Travel Clerk II	16.60
01533 - Travel Clerk III	17.52
01611 - Word Processor I	14.07
01612 - Word Processor II	15.79
01613 - Word Processor III	17.67
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.97
05010 - Automotive Electrician	18.40
05040 - Automotive Glass Installer	17.20
05070 - Automotive Worker	17.20
05110 - Mobile Equipment Servicer	14.80
05130 - Motor Equipment Metal Mechanic	19.45
05160 - Motor Equipment Metal Worker	17.20
05190 - Motor Vehicle Mechanic	19.45
05220 - Motor Vehicle Mechanic Helper	13.61
05250 - Motor Vehicle Upholstery Worker	16.02
05280 - Motor Vehicle Wrecker	17.20
05310 - Painter Automotive	18.40
05340 - Radiator Repair Specialist	17.20
05370 - Tire Repairer	12.78
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.43
07041 - Cook I	10.97
07042 - Cook II	12.91
07070 - Dishwasher	9.11
07130 - Food Service Worker	8.84
07210 - Meat Cutter	14.52
07260 - Waiter/Waitress	8.73
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.41
09040 - Furniture Handler	11.88
09080 - Furniture Refinisher	17.41
09090 - Furniture Refinisher Helper	13.26
09110 - Furniture Repairer Minor	15.60
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.05
11060 - Elevator Operator	10.48
11090 - Gardener	15.75
11122 - Housekeeping Aide	10.48
11150 - Janitor	10.48
11210 - Laborer Grounds Maintenance	11.56
11240 - Maid or Houseman	10.46
11260 - Pruner	10.17
11270 - Tractor Operator	14.33
11330 - Trail Maintenance Worker	11.56
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	21.29
12011 - Breath Alcohol Technician	21.29
12012 - Certified Occupational Therapist Assistant	24.61
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.98
12025 - Dental Hygienist	29.85
12030 - EKG Technician	24.65
12035 - Electroneurodiagnostic Technologist	24.65
12040 - Emergency Medical Technician	21.29
12071 - Licensed Practical Nurse I	16.26
12072 - Licensed Practical Nurse II	18.20
12073 - Licensed Practical Nurse III	20.28

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12100 - Medical Assistant	14.37
12130 - Medical Laboratory Technician	21.13
12160 - Medical Record Clerk	15.34
12190 - Medical Record Technician	17.74
12195 - Medical Transcriptionist	15.25
12210 - Nuclear Medicine Technologist	32.58
12221 - Nursing Assistant I	11.30
12222 - Nursing Assistant II	12.70
12223 - Nursing Assistant III	13.86
12224 - Nursing Assistant IV	15.56
12235 - Optical Dispenser	16.47
12236 - Optical Technician	16.86
12250 - Pharmacy Technician	15.02
12280 - Phlebotomist	16.08
12305 - Radiologic Technologist	26.36
12311 - Registered Nurse I	26.17
12312 - Registered Nurse II	33.59
12313 - Registered Nurse II Specialist	33.59
12314 - Registered Nurse III	40.65
12315 - Registered Nurse III Anesthetist	40.65
12316 - Registered Nurse IV	48.72
12317 - Scheduler (Drug and Alcohol Testing)	26.37
12320 - Substance Abuse Treatment Counselor	18.88
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.62
13012 - Exhibits Specialist II	23.06
13013 - Exhibits Specialist III	28.21
13041 - Illustrator I	19.27
13042 - Illustrator II	23.87
13043 - Illustrator III	29.20
13047 - Librarian	26.44
13050 - Library Aide/Clerk	13.00
13054 - Library Information Technology Systems Administrator	23.87
13058 - Library Technician	15.71
13061 - Media Specialist I	17.23
13062 - Media Specialist II	19.27
13063 - Media Specialist III	21.49
13071 - Photographer I	14.95
13072 - Photographer II	17.10
13073 - Photographer III	21.18
13074 - Photographer IV	25.92
13075 - Photographer V	31.36
13090 - Technical Order Library Clerk	15.11
13110 - Video Teleconference Technician	23.20
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.55
14042 - Computer Operator II	17.39
14043 - Computer Operator III	19.40
14044 - Computer Operator IV	21.56
14045 - Computer Operator V	23.86
14071 - Computer Programmer I	(see 1) 21.79
14072 - Computer Programmer II	(see 1) 25.53
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.55
14160 - Personal Computer Support Technician	21.56
14170 - System Support Specialist	28.85
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.11
15020 - Aircrew Training Devices Instructor (Rated)	35.65
15030 - Air Crew Training Devices Instructor (Pilot)	40.77
15050 - Computer Based Training Specialist / Instructor	28.12

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15060 - Educational Technologist	23.29
15070 - Flight Instructor (Pilot)	40.77
15080 - Graphic Artist	22.08
15085 - Maintenance Test Pilot Fixed Jet/Prop	39.04
15086 - Maintenance Test Pilot Rotary Wing	39.04
15088 - Non-Maintenance Test/Co-Pilot	39.04
15090 - Technical Instructor	20.08
15095 - Technical Instructor/Course Developer	24.57
15110 - Test Proctor	16.22
15120 - Tutor	16.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.38
16030 - Counter Attendant	10.38
16040 - Dry Cleaner	12.95
16070 - Finisher Flatwork Machine	10.38
16090 - Presser Hand	10.38
16110 - Presser Machine Drycleaning	10.38
16130 - Presser Machine Shirts	10.38
16160 - Presser Machine Wearing Apparel Laundry	10.38
16190 - Sewing Machine Operator	13.81
16220 - Tailor	14.65
16250 - Washer Machine	11.24
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.64
19040 - Tool And Die Maker	29.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.11
21030 - Material Coordinator	27.76
21040 - Material Expediter	27.76
21050 - Material Handling Laborer	14.29
21071 - Order Filler	11.12
21080 - Production Line Worker (Food Processing)	16.11
21110 - Shipping Packer	14.66
21130 - Shipping/Receiving Clerk	14.66
21140 - Store Worker I	9.87
21150 - Stock Clerk	14.62
21210 - Tools And Parts Attendant	16.11
21410 - Warehouse Specialist	16.11
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.97
23019 - Aircraft Logs and Records Technician	24.10
23021 - Aircraft Mechanic I	30.01
23022 - Aircraft Mechanic II	31.97
23023 - Aircraft Mechanic III	33.92
23040 - Aircraft Mechanic Helper	20.15
23050 - Aircraft Painter	27.53
23060 - Aircraft Servicer	24.10
23070 - Aircraft Survival Flight Equipment Technician	27.53
23080 - Aircraft Worker	26.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.01
23110 - Appliance Mechanic	20.37
23120 - Bicycle Repairer	17.89
23125 - Cable Splicer	25.81
23130 - Carpenter Maintenance	19.75
23140 - Carpet Layer	21.05
23160 - Electrician Maintenance	24.10
23181 - Electronics Technician Maintenance I	29.64
23182 - Electronics Technician Maintenance II	31.88
23183 - Electronics Technician Maintenance III	34.14
23260 - Fabric Worker	19.48
23290 - Fire Alarm System Mechanic	21.04
23310 - Fire Extinguisher Repairer	17.89
23311 - Fuel Distribution System Mechanic	24.83

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23312 - Fuel Distribution System Operator	18.32
23370 - General Maintenance Worker	17.52
23380 - Ground Support Equipment Mechanic	30.01
23381 - Ground Support Equipment Servicer	24.10
23382 - Ground Support Equipment Worker	26.04
23391 - Gunsmith I	17.89
23392 - Gunsmith II	21.05
23393 - Gunsmith III	24.25
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.62
23430 - Heavy Equipment Mechanic	25.24
23440 - Heavy Equipment Operator	20.19
23460 - Instrument Mechanic	30.80
23465 - Laboratory/Shelter Mechanic	22.64
23470 - Laborer	12.16
23510 - Locksmith	21.25
23530 - Machinery Maintenance Mechanic	25.64
23550 - Machinist Maintenance	24.14
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	30.80
23592 - Metrology Technician II	32.80
23593 - Metrology Technician III	34.81
23640 - Millwright	27.63
23710 - Office Appliance Repairer	17.73
23760 - Painter Maintenance	18.14
23790 - Pipefitter Maintenance	25.15
23810 - Plumber Maintenance	23.48
23820 - Pneudraulic Systems Mechanic	24.25
23850 - Rigger	22.47
23870 - Scale Mechanic	21.05
23890 - Sheet-Metal Worker Maintenance	22.03
23910 - Small Engine Mechanic	18.40
23931 - Telecommunications Mechanic I	27.53
23932 - Telecommunications Mechanic II	29.33
23950 - Telephone Lineman	21.06
23960 - Welder Combination Maintenance	24.08
23965 - Well Driller	24.25
23970 - Woodcraft Worker	24.25
23980 - Woodworker	17.89
24000 - Personal Needs Occupations	
24550 - Case Manager	15.12
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	12.73
24610 - Chore Aide	9.21
24620 - Family Readiness And Support Services Coordinator	15.12
24630 - Homemaker	15.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.07
25040 - Sewage Plant Operator	18.00
25070 - Stationary Engineer	22.07
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant Operator	18.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.66
27007 - Baggage Inspector	12.53
27008 - Corrections Officer	15.25
27010 - Court Security Officer	16.52
27030 - Detection Dog Handler	14.47
27040 - Detention Officer	15.25
27070 - Firefighter	17.56
27101 - Guard I	12.53
27102 - Guard II	14.47
27131 - Police Officer I	20.02



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27132 - Police Officer II	22.25
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.91
28042 - Carnival Equipment Repairer	16.38
28043 - Carnival Worker	10.57
28210 - Gate Attendant/Gate Tender	13.10
28310 - Lifeguard	12.10
28350 - Park Attendant (Aide)	14.66
28510 - Recreation Aide/Health Facility Attendant	10.70
28515 - Recreation Specialist	16.92
28630 - Sports Official	11.68
28690 - Swimming Pool Operator	20.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.53
29020 - Hatch Tender	21.53
29030 - Line Handler	21.53
29041 - Stevedore I	19.92
29042 - Stevedore II	23.16
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	19.63
30022 - Archeological Technician II	21.96
30023 - Archeological Technician III	27.09
30030 - Cartographic Technician	27.22
30040 - Civil Engineering Technician	24.02
30051 - Cryogenic Technician I	29.13
30052 - Cryogenic Technician II	32.17
30061 - Drafter/CAD Operator I	19.63
30062 - Drafter/CAD Operator II	21.96
30063 - Drafter/CAD Operator III	24.49
30064 - Drafter/CAD Operator IV	30.13
30081 - Engineering Technician I	16.09
30082 - Engineering Technician II	18.05
30083 - Engineering Technician III	20.19
30084 - Engineering Technician IV	25.02
30085 - Engineering Technician V	30.61
30086 - Engineering Technician VI	37.03
30090 - Environmental Technician	22.92
30095 - Evidence Control Specialist	26.30
30210 - Laboratory Technician	28.23
30221 - Latent Fingerprint Technician I	28.19
30222 - Latent Fingerprint Technician II	31.15
30240 - Mathematical Technician	27.22
30361 - Paralegal/Legal Assistant I	20.64
30362 - Paralegal/Legal Assistant II	26.00
30363 - Paralegal/Legal Assistant III	31.81
30364 - Paralegal/Legal Assistant IV	38.48
30375 - Petroleum Supply Specialist	32.17
30390 - Photo-Optics Technician	27.22
30395 - Radiation Control Technician	32.17
30461 - Technical Writer I	24.88
30462 - Technical Writer II	30.44
30463 - Technical Writer III	37.68
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	29.13
30502 - Weather Forecaster II	35.43
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 24.49
30621 - Weather Observer Senior	(see 2) 26.36
31000 - Transportation/Mobile Equipment Operation Occupations	



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31010 - Airplane Pilot	29.82
31020 - Bus Aide	12.14
31030 - Bus Driver	18.06
31043 - Driver Courier	15.12
31260 - Parking and Lot Attendant	9.46
31290 - Shuttle Bus Driver	16.62
31310 - Taxi Driver	12.27
31361 - Truckdriver Light	16.62
31362 - Truckdriver Medium	18.10
31363 - Truckdriver Heavy	20.58
31364 - Truckdriver Tractor-Trailer	20.58
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	9.32
99050 - Desk Clerk	11.13
99095 - Embalmer	21.46
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	11.22
99252 - Laboratory Animal Caretaker II	12.33
99260 - Marketing Analyst	23.85
99310 - Mortician	27.18
99410 - Pest Controller	17.16
99510 - Photofinishing Worker	14.97
99710 - Recycling Laborer	17.46
99711 - Recycling Specialist	21.66
99730 - Refuse Collector	15.36
99810 - Sales Clerk	11.60
99820 - School Crossing Guard	12.36
99830 - Survey Party Chief	22.91
99831 - Surveying Aide	16.93
99832 - Surveying Technician	20.82
99840 - Vending Machine Attendant	12.18
99841 - Vending Machine Repairer	16.52
99842 - Vending Machine Repairer Helper	12.18

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour or \$167.20 per week or \$724.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 8 years and 4 weeks 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. (See 29 CFR 4.173)

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 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND 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 re-grading 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.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

\*\* 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 (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). 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(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) 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 U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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 Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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" should be used to compare job definitions to ensure 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 (See 29 CFR 4.152(c)(1))."

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Modification 0096

"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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-5177  
Revision No.: 7  
Date Of Last Revision: 12/26/2018

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Louisiana

Area: Louisiana Parishes of Ascension East Baton Rouge East Feliciana  
Iberville Livingston Pointe Coupee St Helena West Baton Rouge West  
Feliciana

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.59
01013 - Accounting Clerk III		17.44
01020 - Administrative Assistant		19.73
01035 - Court Reporter		25.02
01041 - Customer Service Representative I		11.55
01042 - Customer Service Representative II		12.99
01043 - Customer Service Representative III		14.17
01051 - Data Entry Operator I		14.59
01052 - Data Entry Operator II		16.58
01060 - Dispatcher Motor Vehicle		17.74
01070 - Document Preparation Clerk		15.27
01090 - Duplicating Machine Operator		15.27
01111 - General Clerk I		11.76
01112 - General Clerk II		12.84
01113 - General Clerk III		14.41
01120 - Housing Referral Assistant		18.43
01141 - Messenger Courier		10.18
01191 - Order Clerk I		12.77
01192 - Order Clerk II		13.93
01261 - Personnel Assistant (Employment) I		14.06
01262 - Personnel Assistant (Employment) II		16.80
01263 - Personnel Assistant (Employment) III		17.54
01270 - Production Control Clerk		29.41
01290 - Rental Clerk		11.49
01300 - Scheduler Maintenance		14.77
01311 - Secretary I		14.77
01312 - Secretary II		16.54
01313 - Secretary III		18.43

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01320 - Service Order Dispatcher	14.92
01410 - Supply Technician	19.84
01420 - Survey Worker	14.61
01460 - Switchboard Operator/Receptionist	11.06
01531 - Travel Clerk I	13.69
01532 - Travel Clerk II	14.63
01533 - Travel Clerk III	15.44
01611 - Word Processor I	13.16
01612 - Word Processor II	14.77
01613 - Word Processor III	16.53
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.62
05010 - Automotive Electrician	18.10
05040 - Automotive Glass Installer	16.82
05070 - Automotive Worker	16.82
05110 - Mobile Equipment Servicer	14.50
05130 - Motor Equipment Metal Mechanic	19.38
05160 - Motor Equipment Metal Worker	16.82
05190 - Motor Vehicle Mechanic	19.38
05220 - Motor Vehicle Mechanic Helper	14.50
05250 - Motor Vehicle Upholstery Worker	15.57
05280 - Motor Vehicle Wrecker	16.82
05310 - Painter Automotive	18.10
05340 - Radiator Repair Specialist	16.82
05370 - Tire Repairer	13.67
05400 - Transmission Repair Specialist	19.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.78
07041 - Cook I	9.75
07042 - Cook II	11.47
07070 - Dishwasher	9.48
07130 - Food Service Worker	8.82
07210 - Meat Cutter	14.21
07260 - Waiter/Waitress	8.66
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.69
09040 - Furniture Handler	11.15
09080 - Furniture Refinisher	18.69
09090 - Furniture Refinisher Helper	13.81
09110 - Furniture Repairer Minor	16.46
09130 - Upholsterer	18.69
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.57
11060 - Elevator Operator	10.57
11090 - Gardener	15.81
11122 - Housekeeping Aide	9.30
11150 - Janitor	9.30
11210 - Laborer Grounds Maintenance	12.64
11240 - Maid or Houseman	9.09
11260 - Pruner	11.12
11270 - Tractor Operator	15.68
11330 - Trail Maintenance Worker	12.64
11360 - Window Cleaner	10.57
12000 - Health Occupations	
12010 - Ambulance Driver	18.47
12011 - Breath Alcohol Technician	18.49
12012 - Certified Occupational Therapist Assistant	24.39
12015 - Certified Physical Therapist Assistant	28.26
12020 - Dental Assistant	16.04
12025 - Dental Hygienist	32.75
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	18.47
12071 - Licensed Practical Nurse I	15.25
12072 - Licensed Practical Nurse II	17.11
12073 - Licensed Practical Nurse III	19.14



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12100 - Medical Assistant	13.34
12130 - Medical Laboratory Technician	20.00
12160 - Medical Record Clerk	13.93
12190 - Medical Record Technician	15.59
12195 - Medical Transcriptionist	14.16
12210 - Nuclear Medicine Technologist	36.37
12221 - Nursing Assistant I	10.79
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.24
12224 - Nursing Assistant IV	14.86
12235 - Optical Dispenser	16.54
12236 - Optical Technician	15.27
12250 - Pharmacy Technician	14.44
12280 - Phlebotomist	14.56
12305 - Radiologic Technologist	23.25
12311 - Registered Nurse I	22.86
12312 - Registered Nurse II	27.96
12313 - Registered Nurse II Specialist	27.96
12314 - Registered Nurse III	33.83
12315 - Registered Nurse III Anesthetist	33.83
12316 - Registered Nurse IV	40.56
12317 - Scheduler (Drug and Alcohol Testing)	22.90
12320 - Substance Abuse Treatment Counselor	18.88
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.16
13012 - Exhibits Specialist II	21.25
13013 - Exhibits Specialist III	26.00
13041 - Illustrator I	19.29
13042 - Illustrator II	23.89
13043 - Illustrator III	29.22
13047 - Librarian	26.46
13050 - Library Aide/Clerk	12.62
13054 - Library Information Technology Systems Administrator	23.89
13058 - Library Technician	16.52
13061 - Media Specialist I	17.24
13062 - Media Specialist II	19.29
13063 - Media Specialist III	21.51
13071 - Photographer I	14.06
13072 - Photographer II	17.69
13073 - Photographer III	18.31
13074 - Photographer IV	21.64
13075 - Photographer V	26.19
13090 - Technical Order Library Clerk	15.85
13110 - Video Teleconference Technician	17.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.21
14042 - Computer Operator II	17.01
14043 - Computer Operator III	19.12
14044 - Computer Operator IV	21.27
14045 - Computer Operator V	23.54
14071 - Computer Programmer I	(see 1) 20.45
14072 - Computer Programmer II	(see 1) 25.34
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.21
14160 - Personal Computer Support Technician	21.27
14170 - System Support Specialist	21.18
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.64
15020 - Aircrew Training Devices Instructor (Rated)	33.44
15030 - Air Crew Training Devices Instructor (Pilot)	39.27
15050 - Computer Based Training Specialist / Instructor	27.64



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15060 - Educational Technologist	24.91
15070 - Flight Instructor (Pilot)	39.27
15080 - Graphic Artist	18.73
15085 - Maintenance Test Pilot Fixed Jet/Prop	39.27
15086 - Maintenance Test Pilot Rotary Wing	39.27
15088 - Non-Maintenance Test/Co-Pilot	39.27
15090 - Technical Instructor	18.17
15095 - Technical Instructor/Course Developer	22.22
15110 - Test Proctor	16.71
15120 - Tutor	16.71
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.44
16030 - Counter Attendant	9.44
16040 - Dry Cleaner	11.80
16070 - Finisher Flatwork Machine	9.44
16090 - Presser Hand	9.44
16110 - Presser Machine Drycleaning	9.44
16130 - Presser Machine Shirts	9.44
16160 - Presser Machine Wearing Apparel Laundry	9.44
16190 - Sewing Machine Operator	12.60
16220 - Tailor	13.38
16250 - Washer Machine	10.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.15
19040 - Tool And Die Maker	28.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.93
21030 - Material Coordinator	29.41
21040 - Material Expediter	29.41
21050 - Material Handling Laborer	13.15
21071 - Order Filler	12.17
21080 - Production Line Worker (Food Processing)	17.93
21110 - Shipping Packer	15.15
21130 - Shipping/Receiving Clerk	15.15
21140 - Store Worker I	9.68
21150 - Stock Clerk	14.33
21210 - Tools And Parts Attendant	17.93
21410 - Warehouse Specialist	17.93
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.52
23019 - Aircraft Logs and Records Technician	18.49
23021 - Aircraft Mechanic I	23.02
23022 - Aircraft Mechanic II	24.52
23023 - Aircraft Mechanic III	26.02
23040 - Aircraft Mechanic Helper	15.45
23050 - Aircraft Painter	21.49
23060 - Aircraft Servicer	18.49
23070 - Aircraft Survival Flight Equipment Technician	21.49
23080 - Aircraft Worker	19.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	19.98
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.02
23110 - Appliance Mechanic	20.65
23120 - Bicycle Repairer	17.50
23125 - Cable Splicer	27.62
23130 - Carpenter Maintenance	19.21
23140 - Carpet Layer	20.13
23160 - Electrician Maintenance	24.83
23181 - Electronics Technician Maintenance I	24.93
23182 - Electronics Technician Maintenance II	29.41
23183 - Electronics Technician Maintenance III	31.50
23260 - Fabric Worker	19.05
23290 - Fire Alarm System Mechanic	18.37
23310 - Fire Extinguisher Repairer	17.50
23311 - Fuel Distribution System Mechanic	23.72

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23312 - Fuel Distribution System Operator	17.50
23370 - General Maintenance Worker	16.32
23380 - Ground Support Equipment Mechanic	23.02
23381 - Ground Support Equipment Servicer	18.49
23382 - Ground Support Equipment Worker	19.98
23391 - Gunsmith I	17.50
23392 - Gunsmith II	20.59
23393 - Gunsmith III	23.72
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	21.87
23440 - Heavy Equipment Operator	19.76
23460 - Instrument Mechanic	23.72
23465 - Laboratory/Shelter Mechanic	22.15
23470 - Laborer	12.97
23510 - Locksmith	21.37
23530 - Machinery Maintenance Mechanic	29.90
23550 - Machinist Maintenance	26.19
23580 - Maintenance Trades Helper	13.31
23591 - Metrology Technician I	23.72
23592 - Metrology Technician II	25.27
23593 - Metrology Technician III	26.82
23640 - Millwright	23.73
23710 - Office Appliance Repairer	19.14
23760 - Painter Maintenance	18.91
23790 - Pipefitter Maintenance	26.93
23810 - Plumber Maintenance	25.14
23820 - Pneudraulic Systems Mechanic	23.72
23850 - Rigger	24.96
23870 - Scale Mechanic	20.59
23890 - Sheet-Metal Worker Maintenance	19.72
23910 - Small Engine Mechanic	19.65
23931 - Telecommunications Mechanic I	29.75
23932 - Telecommunications Mechanic II	31.69
23950 - Telephone Lineman	22.19
23960 - Welder Combination Maintenance	25.36
23965 - Well Driller	23.72
23970 - Woodcraft Worker	23.72
23980 - Woodworker	17.50
24000 - Personal Needs Occupations	
24550 - Case Manager	15.30
24570 - Child Care Attendant	11.04
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	8.83
24620 - Family Readiness And Support Services Coordinator	15.30
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.72
25040 - Sewage Plant Operator	18.69
25070 - Stationary Engineer	23.72
25190 - Ventilation Equipment Tender	15.93
25210 - Water Treatment Plant Operator	18.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	12.25
27008 - Corrections Officer	15.70
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	13.71
27040 - Detention Officer	15.70
27070 - Firefighter	15.17
27101 - Guard I	12.25
27102 - Guard II	13.71
27131 - Police Officer I	18.20

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27132 - Police Officer II	20.22
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.35
28042 - Carnival Equipment Repairer	14.55
28043 - Carnival Worker	9.88
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.28
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.01
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.75
29020 - Hatch Tender	22.75
29030 - Line Handler	22.75
29041 - Stevedore I	21.19
29042 - Stevedore II	24.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.15
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.30
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	28.97
30021 - Archeological Technician I	18.28
30022 - Archeological Technician II	20.45
30023 - Archeological Technician III	25.36
30030 - Cartographic Technician	25.36
30040 - Civil Engineering Technician	24.96
30051 - Cryogenic Technician I	29.18
30052 - Cryogenic Technician II	32.24
30061 - Drafter/CAD Operator I	18.28
30062 - Drafter/CAD Operator II	20.45
30063 - Drafter/CAD Operator III	22.81
30064 - Drafter/CAD Operator IV	28.06
30081 - Engineering Technician I	14.96
30082 - Engineering Technician II	16.80
30083 - Engineering Technician III	18.79
30084 - Engineering Technician IV	23.27
30085 - Engineering Technician V	27.80
30086 - Engineering Technician VI	34.45
30090 - Environmental Technician	23.33
30095 - Evidence Control Specialist	26.35
30210 - Laboratory Technician	33.78
30221 - Latent Fingerprint Technician I	22.94
30222 - Latent Fingerprint Technician II	25.34
30240 - Mathematical Technician	25.36
30361 - Paralegal/Legal Assistant I	19.23
30362 - Paralegal/Legal Assistant II	23.51
30363 - Paralegal/Legal Assistant III	28.78
30364 - Paralegal/Legal Assistant IV	34.80
30375 - Petroleum Supply Specialist	32.24
30390 - Photo-Optics Technician	25.36
30395 - Radiation Control Technician	32.24
30461 - Technical Writer I	21.40
30462 - Technical Writer II	26.17
30463 - Technical Writer III	31.67
30491 - Unexploded Ordnance (UXO) Technician I	24.24
30492 - Unexploded Ordnance (UXO) Technician II	29.33
30493 - Unexploded Ordnance (UXO) Technician III	35.16
30494 - Unexploded (UXO) Safety Escort	24.24
30495 - Unexploded (UXO) Sweep Personnel	24.24
30501 - Weather Forecaster I	29.18
30502 - Weather Forecaster II	35.50
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.81
30621 - Weather Observer Senior	(see 2) 25.36
31000 - Transportation/Mobile Equipment Operation Occupations	

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31010 - Airplane Pilot	29.33
31020 - Bus Aide	13.05
31030 - Bus Driver	19.36
31043 - Driver Courier	13.39
31260 - Parking and Lot Attendant	10.76
31290 - Shuttle Bus Driver	14.55
31310 - Taxi Driver	10.91
31361 - Truckdriver Light	14.55
31362 - Truckdriver Medium	16.01
31363 - Truckdriver Heavy	20.92
31364 - Truckdriver Tractor-Trailer	20.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.30
99030 - Cashier	8.87
99050 - Desk Clerk	10.56
99095 - Embalmer	26.61
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	11.14
99252 - Laboratory Animal Caretaker II	12.25
99260 - Marketing Analyst	25.47
99310 - Mortician	26.61
99410 - Pest Controller	14.60
99510 - Photofinishing Worker	12.82
99710 - Recycling Laborer	16.49
99711 - Recycling Specialist	19.35
99730 - Refuse Collector	14.60
99810 - Sales Clerk	10.62
99820 - School Crossing Guard	15.67
99830 - Survey Party Chief	21.69
99831 - Surveying Aide	13.60
99832 - Surveying Technician	18.62
99840 - Vending Machine Attendant	12.56
99841 - Vending Machine Repairer	16.25
99842 - Vending Machine Repairer Helper	12.56

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour or \$167.20 per week or \$724.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks 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: 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 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND 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 re-grading 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.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

\*\* 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 (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). 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(s) and computes a proposed rate(s).



2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) 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 U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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 Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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" should be used to compare job definitions to ensure 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 (See 29 CFR 4.152(c)(1))."



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"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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-5185  
Revision No.: 8  
Date Of Last Revision: 12/26/2018

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Louisiana

Area: Louisiana Parishes of Calcasieu Cameron

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.40
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		19.91
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		11.06
01042 - Customer Service Representative II		12.44
01043 - Customer Service Representative III		13.57
01051 - Data Entry Operator I		12.40
01052 - Data Entry Operator II		14.86
01060 - Dispatcher Motor Vehicle		17.32
01070 - Document Preparation Clerk		12.12
01090 - Duplicating Machine Operator		12.12
01111 - General Clerk I		11.34
01112 - General Clerk II		14.23
01113 - General Clerk III		14.98
01120 - Housing Referral Assistant		18.72
01141 - Messenger Courier		9.94
01191 - Order Clerk I		10.39
01192 - Order Clerk II		11.35
01261 - Personnel Assistant (Employment) I		15.04
01262 - Personnel Assistant (Employment) II		17.18
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		27.79
01290 - Rental Clerk		10.79
01300 - Scheduler Maintenance		12.74
01311 - Secretary I		12.74
01312 - Secretary II		16.07
01313 - Secretary III		18.72
01320 - Service Order Dispatcher		14.17
01410 - Supply Technician		19.91

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01420 - Survey Worker	14.73
01460 - Switchboard Operator/Receptionist	11.26
01531 - Travel Clerk I	11.27
01532 - Travel Clerk II	12.32
01533 - Travel Clerk III	13.28
01611 - Word Processor I	12.02
01612 - Word Processor II	14.58
01613 - Word Processor III	18.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	21.16
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter Automotive	20.20
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	10.81
07042 - Cook II	12.99
07070 - Dishwasher	9.19
07130 - Food Service Worker	8.76
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	8.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.77
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	21.77
09090 - Furniture Refinisher Helper	15.67
09110 - Furniture Repairer Minor	18.49
09130 - Upholsterer	21.77
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.67
11060 - Elevator Operator	10.67
11090 - Gardener	17.99
11122 - Housekeeping Aide	11.00
11150 - Janitor	11.00
11210 - Laborer Grounds Maintenance	12.23
11240 - Maid or Houseman	8.84
11260 - Pruner	10.36
11270 - Tractor Operator	15.31
11330 - Trail Maintenance Worker	12.23
11360 - Window Cleaner	13.16
12000 - Health Occupations	
12010 - Ambulance Driver	16.15
12011 - Breath Alcohol Technician	17.08
12012 - Certified Occupational Therapist Assistant	28.44
12015 - Certified Physical Therapist Assistant	23.79
12020 - Dental Assistant	14.57
12025 - Dental Hygienist	32.21
12030 - EKG Technician	23.52
12035 - Electroneurodiagnostic Technologist	23.52
12040 - Emergency Medical Technician	16.15
12071 - Licensed Practical Nurse I	15.27
12072 - Licensed Practical Nurse II	17.08
12073 - Licensed Practical Nurse III	19.04
12100 - Medical Assistant	13.60
12130 - Medical Laboratory Technician	18.80

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12160 - Medical Record Clerk	12.41
12190 - Medical Record Technician	14.56
12195 - Medical Transcriptionist	15.27
12210 - Nuclear Medicine Technologist	37.53
12221 - Nursing Assistant I	10.24
12222 - Nursing Assistant II	11.52
12223 - Nursing Assistant III	12.57
12224 - Nursing Assistant IV	14.11
12235 - Optical Dispenser	13.59
12236 - Optical Technician	13.34
12250 - Pharmacy Technician	15.65
12280 - Phlebotomist	12.99
12305 - Radiologic Technologist	23.34
12311 - Registered Nurse I	22.59
12312 - Registered Nurse II	27.63
12313 - Registered Nurse II Specialist	27.63
12314 - Registered Nurse III	33.43
12315 - Registered Nurse III Anesthetist	33.43
12316 - Registered Nurse IV	40.08
12317 - Scheduler (Drug and Alcohol Testing)	21.16
12320 - Substance Abuse Treatment Counselor	13.41
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.41
13012 - Exhibits Specialist II	24.06
13013 - Exhibits Specialist III	27.97
13041 - Illustrator I	20.41
13042 - Illustrator II	24.06
13043 - Illustrator III	27.97
13047 - Librarian	25.33
13050 - Library Aide/Clerk	11.76
13054 - Library Information Technology Systems Administrator	22.87
13058 - Library Technician	16.29
13061 - Media Specialist I	16.49
13062 - Media Specialist II	18.45
13063 - Media Specialist III	20.57
13071 - Photographer I	15.18
13072 - Photographer II	19.10
13073 - Photographer III	23.66
13074 - Photographer IV	25.73
13075 - Photographer V	30.59
13090 - Technical Order Library Clerk	17.04
13110 - Video Teleconference Technician	17.07
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.48
14042 - Computer Operator II	18.07
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.50
14045 - Computer Operator V	28.31
14071 - Computer Programmer I	(see 1) 22.16
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.48
14160 - Personal Computer Support Technician	25.50
14170 - System Support Specialist	22.32
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.73
15020 - Aircrew Training Devices Instructor (Rated)	35.98
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	29.73
15060 - Educational Technologist	29.34
15070 - Flight Instructor (Pilot)	40.44

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15080 - Graphic Artist	19.41
15085 - Maintenance Test Pilot Fixed Jet/Prop	39.72
15086 - Maintenance Test Pilot Rotary Wing	39.72
15088 - Non-Maintenance Test/Co-Pilot	39.72
15090 - Technical Instructor	20.42
15095 - Technical Instructor/Course Developer	24.98
15110 - Test Proctor	16.48
15120 - Tutor	16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	8.75
16030 - Counter Attendant	8.75
16040 - Dry Cleaner	10.39
16070 - Finisher Flatwork Machine	8.75
16090 - Presser Hand	8.75
16110 - Presser Machine Drycleaning	8.75
16130 - Presser Machine Shirts	8.75
16160 - Presser Machine Wearing Apparel Laundry	8.75
16190 - Sewing Machine Operator	11.30
16220 - Tailor	11.60
16250 - Washer Machine	9.20
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.77
19040 - Tool And Die Maker	27.47
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.19
21030 - Material Coordinator	27.79
21040 - Material Expediter	27.79
21050 - Material Handling Laborer	12.83
21071 - Order Filler	10.93
21080 - Production Line Worker (Food Processing)	16.19
21110 - Shipping Packer	16.42
21130 - Shipping/Receiving Clerk	16.42
21140 - Store Worker I	11.09
21150 - Stock Clerk	17.20
21210 - Tools And Parts Attendant	16.19
21410 - Warehouse Specialist	16.19
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.24
23019 - Aircraft Logs and Records Technician	19.89
23021 - Aircraft Mechanic I	24.40
23022 - Aircraft Mechanic II	26.24
23023 - Aircraft Mechanic III	26.88
23040 - Aircraft Mechanic Helper	16.41
23050 - Aircraft Painter	23.30
23060 - Aircraft Servicer	19.89
23070 - Aircraft Survival Flight Equipment Technician	23.30
23080 - Aircraft Worker	21.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.40
23110 - Appliance Mechanic	21.77
23120 - Bicycle Repairer	16.73
23125 - Cable Splicer	24.40
23130 - Carpenter Maintenance	22.70
23140 - Carpet Layer	20.10
23160 - Electrician Maintenance	24.30
23181 - Electronics Technician Maintenance I	27.50
23182 - Electronics Technician Maintenance II	29.78
23183 - Electronics Technician Maintenance III	31.79
23260 - Fabric Worker	18.49
23290 - Fire Alarm System Mechanic	22.75
23310 - Fire Extinguisher Repairer	16.73
23311 - Fuel Distribution System Mechanic	23.91
23312 - Fuel Distribution System Operator	17.21
23370 - General Maintenance Worker	18.40

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23380 - Ground Support Equipment Mechanic	24.40
23381 - Ground Support Equipment Servicer	19.89
23382 - Ground Support Equipment Worker	21.64
23391 - Gunsmith I	16.73
23392 - Gunsmith II	20.10
23393 - Gunsmith III	23.24
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.97
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.30
23430 - Heavy Equipment Mechanic	22.18
23440 - Heavy Equipment Operator	24.40
23460 - Instrument Mechanic	23.24
23465 - Laboratory/Shelter Mechanic	21.77
23470 - Laborer	12.83
23510 - Locksmith	21.77
23530 - Machinery Maintenance Mechanic	28.86
23550 - Machinist Maintenance	27.30
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	23.24
23592 - Metrology Technician II	24.72
23593 - Metrology Technician III	26.16
23640 - Millwright	25.03
23710 - Office Appliance Repairer	21.18
23760 - Painter Maintenance	21.18
23790 - Pipefitter Maintenance	28.29
23810 - Plumber Maintenance	26.17
23820 - Pneudraulic Systems Mechanic	23.24
23850 - Rigger	23.24
23870 - Scale Mechanic	20.10
23890 - Sheet-Metal Worker Maintenance	22.18
23910 - Small Engine Mechanic	20.10
23931 - Telecommunications Mechanic I	23.44
23932 - Telecommunications Mechanic II	24.45
23950 - Telephone Lineman	23.24
23960 - Welder Combination Maintenance	26.69
23965 - Well Driller	23.24
23970 - Woodcraft Worker	23.24
23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24550 - Case Manager	13.26
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	8.88
24620 - Family Readiness And Support Services Coordinator	13.26
24630 - Homemaker	15.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.24
25040 - Sewage Plant Operator	19.38
25070 - Stationary Engineer	23.24
25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.84
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	17.40
27010 - Court Security Officer	21.58
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	17.40
27070 - Firefighter	22.28
27101 - Guard I	12.10
27102 - Guard II	13.94
27131 - Police Officer I	22.30
27132 - Police Officer II	24.77
28000 - Recreation Occupations	

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28041 - Carnival Equipment Operator	13.79
28042 - Carnival Equipment Repairer	16.32
28043 - Carnival Worker	9.49
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.75
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	17.36
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	19.84
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.09
29020 - Hatch Tender	22.09
29030 - Line Handler	22.09
29041 - Stevedore I	20.44
29042 - Stevedore II	22.50
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.15
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.30
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	28.97
30021 - Archeological Technician I	19.16
30022 - Archeological Technician II	21.37
30023 - Archeological Technician III	26.55
30030 - Cartographic Technician	28.56
30040 - Civil Engineering Technician	26.47
30051 - Cryogenic Technician I	29.40
30052 - Cryogenic Technician II	32.47
30061 - Drafter/CAD Operator I	19.16
30062 - Drafter/CAD Operator II	21.37
30063 - Drafter/CAD Operator III	23.89
30064 - Drafter/CAD Operator IV	29.40
30081 - Engineering Technician I	17.07
30082 - Engineering Technician II	19.16
30083 - Engineering Technician III	22.66
30084 - Engineering Technician IV	28.07
30085 - Engineering Technician V	34.03
30086 - Engineering Technician VI	39.30
30090 - Environmental Technician	25.11
30095 - Evidence Control Specialist	26.55
30210 - Laboratory Technician	29.43
30221 - Latent Fingerprint Technician I	29.40
30222 - Latent Fingerprint Technician II	32.47
30240 - Mathematical Technician	28.07
30361 - Paralegal/Legal Assistant I	18.50
30362 - Paralegal/Legal Assistant II	22.92
30363 - Paralegal/Legal Assistant III	28.04
30364 - Paralegal/Legal Assistant IV	33.93
30375 - Petroleum Supply Specialist	32.47
30390 - Photo-Optics Technician	26.64
30395 - Radiation Control Technician	32.47
30461 - Technical Writer I	26.55
30462 - Technical Writer II	32.47
30463 - Technical Writer III	35.42
30491 - Unexploded Ordnance (UXO) Technician I	24.24
30492 - Unexploded Ordnance (UXO) Technician II	29.33
30493 - Unexploded Ordnance (UXO) Technician III	35.16
30494 - Unexploded (UXO) Safety Escort	24.54
30495 - Unexploded (UXO) Sweep Personnel	24.54
30501 - Weather Forecaster I	29.40
30502 - Weather Forecaster II	35.77
30620 - Weather Observer Combined Upper Air Or (see 2)	23.89
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.33
31020 - Bus Aide	10.27

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31030 - Bus Driver	16.23
31043 - Driver Courier	11.93
31260 - Parking and Lot Attendant	9.44
31290 - Shuttle Bus Driver	13.12
31310 - Taxi Driver	10.26
31361 - Truckdriver Light	13.12
31362 - Truckdriver Medium	14.37
31363 - Truckdriver Heavy	18.52
31364 - Truckdriver Tractor-Trailer	18.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.30
99030 - Cashier	9.19
99050 - Desk Clerk	9.47
99095 - Embalmer	27.04
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	12.69
99252 - Laboratory Animal Caretaker II	14.07
99260 - Marketing Analyst	23.15
99310 - Mortician	27.04
99410 - Pest Controller	15.00
99510 - Photofinishing Worker	12.74
99710 - Recycling Laborer	16.15
99711 - Recycling Specialist	19.52
99730 - Refuse Collector	14.06
99810 - Sales Clerk	11.01
99820 - School Crossing Guard	12.43
99830 - Survey Party Chief	23.26
99831 - Surveying Aide	13.24
99832 - Surveying Technician	17.36
99840 - Vending Machine Attendant	14.31
99841 - Vending Machine Repairer	18.04
99842 - Vending Machine Repairer Helper	14.31

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month



HEALTH & WELFARE EO 13706: \$4.18 per hour or \$167.20 per week or \$724.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 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: 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 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or



modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND 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 re-grading 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.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

\*\* 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 (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). 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(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) 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 U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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 Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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" should be used to compare job definitions to ensure 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 (See 29 CFR 4.152(c)(1))."

"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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5217  
Revision No.: 11  
Date Of Last Revision: 06/04/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Hardin Jefferson Orange

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		23.98
01035 - Court Reporter		27.82
01041 - Customer Service Representative I		11.25
01042 - Customer Service Representative II		12.64
01043 - Customer Service Representative III		13.79
01051 - Data Entry Operator I		13.48
01052 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		19.43
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		13.14
01112 - General Clerk II		14.33
01113 - General Clerk III		16.09
01120 - Housing Referral Assistant		18.73
01141 - Messenger Courier		12.24
01191 - Order Clerk I		14.93
01192 - Order Clerk II		16.29
01261 - Personnel Assistant (Employment) I		14.89
01262 - Personnel Assistant (Employment) II		17.18
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		25.74
01290 - Rental Clerk		13.70
01300 - Scheduler Maintenance		15.01
01311 - Secretary I		15.01
01312 - Secretary II		16.79
01313 - Secretary III		18.73
01320 - Service Order Dispatcher		16.68

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01410 - Supply Technician	23.98
01420 - Survey Worker	14.73
01460 - Switchboard Operator/Receptionist	12.08
01531 - Travel Clerk I	14.00
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.16
01611 - Word Processor I	13.37
01612 - Word Processor II	15.01
01613 - Word Processor III	18.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	22.71
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter Automotive	21.60
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	9.95
07042 - Cook II	11.64
07070 - Dishwasher	9.38
07130 - Food Service Worker	9.85
07210 - Meat Cutter	14.45
07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.18
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	21.18
09090 - Furniture Refinisher Helper	16.34
09110 - Furniture Repairer Minor	19.23
09130 - Upholsterer	21.18
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.04
11060 - Elevator Operator	11.04
11090 - Gardener	15.66
11122 - Housekeeping Aide	11.40
11150 - Janitor	11.40
11210 - Laborer Grounds Maintenance	11.54
11240 - Maid or Houseman	9.33
11260 - Pruner	10.28
11270 - Tractor Operator	14.24
11330 - Trail Maintenance Worker	11.54
11360 - Window Cleaner	12.79
12000 - Health Occupations	
12010 - Ambulance Driver	17.65
12011 - Breath Alcohol Technician	17.74
12012 - Certified Occupational Therapist Assistant	28.66
12015 - Certified Physical Therapist Assistant	34.41
12020 - Dental Assistant	16.83
12025 - Dental Hygienist	32.92
12030 - EKG Technician	26.27
12035 - Electroneurodiagnostic Technologist	26.27
12040 - Emergency Medical Technician	17.65
12071 - Licensed Practical Nurse I	15.86
12072 - Licensed Practical Nurse II	17.74
12073 - Licensed Practical Nurse III	19.78
12100 - Medical Assistant	14.86

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12130 - Medical Laboratory Technician	22.51
12160 - Medical Record Clerk	14.67
12190 - Medical Record Technician	16.42
12195 - Medical Transcriptionist	17.45
12210 - Nuclear Medicine Technologist	38.98
12221 - Nursing Assistant I	11.07
12222 - Nursing Assistant II	12.44
12223 - Nursing Assistant III	13.57
12224 - Nursing Assistant IV	15.24
12235 - Optical Dispenser	15.35
12236 - Optical Technician	14.93
12250 - Pharmacy Technician	16.62
12280 - Phlebotomist	15.02
12305 - Radiologic Technologist	24.52
12311 - Registered Nurse I	22.81
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II Specialist	27.91
12314 - Registered Nurse III	33.76
12315 - Registered Nurse III Anesthetist	33.76
12316 - Registered Nurse IV	40.46
12317 - Scheduler (Drug and Alcohol Testing)	21.98
12320 - Substance Abuse Treatment Counselor	18.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.41
13012 - Exhibits Specialist II	24.06
13013 - Exhibits Specialist III	28.56
13041 - Illustrator I	20.41
13042 - Illustrator II	24.06
13043 - Illustrator III	28.56
13047 - Librarian	25.85
13050 - Library Aide/Clerk	11.04
13054 - Library Information Technology Systems Administrator	23.34
13058 - Library Technician	14.44
13061 - Media Specialist I	16.85
13062 - Media Specialist II	18.85
13063 - Media Specialist III	21.00
13071 - Photographer I	16.85
13072 - Photographer II	18.85
13073 - Photographer III	23.34
13074 - Photographer IV	28.56
13075 - Photographer V	34.54
13090 - Technical Order Library Clerk	15.26
13110 - Video Teleconference Technician	16.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.48
14042 - Computer Operator II	18.07
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.50
14045 - Computer Operator V	28.31
14071 - Computer Programmer I	(see 1) 22.16
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.48
14160 - Personal Computer Support Technician	25.50
14170 - System Support Specialist	29.11
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.22
15020 - Aircrew Training Devices Instructor (Rated)	37.78
15030 - Air Crew Training Devices Instructor (Pilot)	44.91
15050 - Computer Based Training Specialist / Instructor	31.22
15060 - Educational Technologist	32.76

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15070 - Flight Instructor (Pilot)	44.91
15080 - Graphic Artist	19.41
15085 - Maintenance Test Pilot Fixed Jet/Prop	45.29
15086 - Maintenance Test Pilot Rotary Wing	45.29
15088 - Non-Maintenance Test/Co-Pilot	45.29
15090 - Technical Instructor	25.41
15095 - Technical Instructor/Course Developer	31.08
15110 - Test Proctor	20.51
15120 - Tutor	20.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.33
16030 - Counter Attendant	10.33
16040 - Dry Cleaner	13.25
16070 - Finisher Flatwork Machine	10.33
16090 - Presser Hand	10.33
16110 - Presser Machine Drycleaning	10.33
16130 - Presser Machine Shirts	10.33
16160 - Presser Machine Wearing Apparel Laundry	10.33
16190 - Sewing Machine Operator	14.01
16220 - Tailor	15.08
16250 - Washer Machine	11.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.20
19040 - Tool And Die Maker	31.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.83
21030 - Material Coordinator	25.74
21040 - Material Expediter	25.74
21050 - Material Handling Laborer	13.58
21071 - Order Filler	12.55
21080 - Production Line Worker (Food Processing)	16.83
21110 - Shipping Packer	15.41
21130 - Shipping/Receiving Clerk	15.41
21140 - Store Worker I	12.22
21150 - Stock Clerk	17.54
21210 - Tools And Parts Attendant	16.83
21410 - Warehouse Specialist	16.83
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.74
23019 - Aircraft Logs and Records Technician	22.63
23021 - Aircraft Mechanic I	27.55
23022 - Aircraft Mechanic II	28.74
23023 - Aircraft Mechanic III	29.96
23040 - Aircraft Mechanic Helper	18.94
23050 - Aircraft Painter	26.20
23060 - Aircraft Servicer	22.63
23070 - Aircraft Survival Flight Equipment Technician	26.20
23080 - Aircraft Worker	24.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.55
23110 - Appliance Mechanic	26.20
23120 - Bicycle Repairer	20.83
23125 - Cable Splicer	32.47
23130 - Carpenter Maintenance	23.36
23140 - Carpet Layer	24.36
23160 - Electrician Maintenance	28.26
23181 - Electronics Technician Maintenance I	30.59
23182 - Electronics Technician Maintenance II	34.02
23183 - Electronics Technician Maintenance III	35.77
23260 - Fabric Worker	22.63
23290 - Fire Alarm System Mechanic	24.40
23310 - Fire Extinguisher Repairer	20.83
23311 - Fuel Distribution System Mechanic	32.47
23312 - Fuel Distribution System Operator	24.58



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23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	27.55
23381 - Ground Support Equipment Servicer	22.63
23382 - Ground Support Equipment Worker	24.36
23391 - Gunsmith I	20.83
23392 - Gunsmith II	24.36
23393 - Gunsmith III	27.55
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.19
23430 - Heavy Equipment Mechanic	24.50
23440 - Heavy Equipment Operator	25.29
23460 - Instrument Mechanic	27.55
23465 - Laboratory/Shelter Mechanic	26.20
23470 - Laborer	13.58
23510 - Locksmith	26.20
23530 - Machinery Maintenance Mechanic	31.99
23550 - Machinist Maintenance	26.58
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	27.55
23592 - Metrology Technician II	28.74
23593 - Metrology Technician III	29.96
23640 - Millwright	24.90
23710 - Office Appliance Repairer	19.25
23760 - Painter Maintenance	19.25
23790 - Pipefitter Maintenance	28.72
23810 - Plumber Maintenance	27.31
23820 - Pneudraulic Systems Mechanic	27.55
23850 - Rigger	29.88
23870 - Scale Mechanic	24.36
23890 - Sheet-Metal Worker Maintenance	27.80
23910 - Small Engine Mechanic	19.04
23931 - Telecommunications Mechanic I	31.20
23932 - Telecommunications Mechanic II	32.55
23950 - Telephone Lineman	30.64
23960 - Welder Combination Maintenance	26.05
23965 - Well Driller	26.84
23970 - Woodcraft Worker	27.55
23980 - Woodworker	20.83
24000 - Personal Needs Occupations	
24550 - Case Manager	15.52
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	8.95
24620 - Family Readiness And Support Services Coordinator	15.52
24630 - Homemaker	15.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.14
25040 - Sewage Plant Operator	19.96
25070 - Stationary Engineer	27.14
25190 - Ventilation Equipment Tender	18.70
25210 - Water Treatment Plant Operator	19.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.36
27007 - Baggage Inspector	12.19
27008 - Corrections Officer	21.12
27010 - Court Security Officer	25.10
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	21.12
27070 - Firefighter	29.15
27101 - Guard I	12.19
27102 - Guard II	13.94
27131 - Police Officer I	28.36
27132 - Police Officer II	31.52



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28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.59
28042 - Carnival Equipment Repairer	13.84
28043 - Carnival Worker	9.06
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.75
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	20.21
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	16.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.21
29020 - Hatch Tender	27.21
29030 - Line Handler	27.21
29041 - Stevedore I	25.28
29042 - Stevedore II	29.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	20.65
30022 - Archeological Technician II	23.11
30023 - Archeological Technician III	28.62
30030 - Cartographic Technician	28.62
30040 - Civil Engineering Technician	24.06
30051 - Cryogenic Technician I	31.70
30052 - Cryogenic Technician II	35.01
30061 - Drafter/CAD Operator I	20.65
30062 - Drafter/CAD Operator II	23.11
30063 - Drafter/CAD Operator III	25.76
30064 - Drafter/CAD Operator IV	31.70
30081 - Engineering Technician I	16.06
30082 - Engineering Technician II	18.03
30083 - Engineering Technician III	20.60
30084 - Engineering Technician IV	25.52
30085 - Engineering Technician V	30.94
30086 - Engineering Technician VI	36.98
30090 - Environmental Technician	28.16
30095 - Evidence Control Specialist	28.62
30210 - Laboratory Technician	34.03
30221 - Latent Fingerprint Technician I	31.70
30222 - Latent Fingerprint Technician II	35.01
30240 - Mathematical Technician	28.62
30361 - Paralegal/Legal Assistant I	19.26
30362 - Paralegal/Legal Assistant II	23.85
30363 - Paralegal/Legal Assistant III	29.18
30364 - Paralegal/Legal Assistant IV	35.30
30375 - Petroleum Supply Specialist	35.01
30390 - Photo-Optics Technician	28.62
30395 - Radiation Control Technician	35.01
30461 - Technical Writer I	28.62
30462 - Technical Writer II	35.01
30463 - Technical Writer III	42.36
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	31.70
30502 - Weather Forecaster II	38.56
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 25.76
30621 - Weather Observer Senior	(see 2) 28.62
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82

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31020 - Bus Aide	12.71
31030 - Bus Driver	18.80
31043 - Driver Courier	11.60
31260 - Parking and Lot Attendant	11.20
31290 - Shuttle Bus Driver	12.75
31310 - Taxi Driver	11.69
31361 - Truckdriver Light	12.75
31362 - Truckdriver Medium	13.85
31363 - Truckdriver Heavy	20.24
31364 - Truckdriver Tractor-Trailer	20.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	9.89
99050 - Desk Clerk	9.86
99095 - Embalmer	27.04
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	16.19
99252 - Laboratory Animal Caretaker II	17.81
99260 - Marketing Analyst	30.07
99310 - Mortician	27.04
99410 - Pest Controller	17.63
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	19.42
99711 - Recycling Specialist	23.97
99730 - Refuse Collector	17.31
99810 - Sales Clerk	11.61
99820 - School Crossing Guard	10.91
99830 - Survey Party Chief	24.60
99831 - Surveying Aide	14.00
99832 - Surveying Technician	18.36
99840 - Vending Machine Attendant	14.81
99841 - Vending Machine Repairer	19.05
99842 - Vending Machine Repairer Helper	14.81

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

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HEALTH & WELFARE EO 13706: \$4.18 per hour or \$167.20 per week or \$724.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 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: 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 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND 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 re-grading 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.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

\*\* 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 (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). 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(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) 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 U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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 Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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" should be used to compare job definitions to ensure 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 (See 29 CFR 4.152(c)(1))."

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"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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-5233  
Revision No.: 11  
Date Of Last Revision: 12/26/2018

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Austin Brazoria Chambers Fort Bend Galveston  
Harris Liberty Montgomery Waller

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.67
01012 - Accounting Clerk II		17.59
01013 - Accounting Clerk III		19.67
01020 - Administrative Assistant		29.29
01035 - Court Reporter		29.01
01041 - Customer Service Representative I		12.65
01042 - Customer Service Representative II		14.22
01043 - Customer Service Representative III		15.52
01051 - Data Entry Operator I		13.63
01052 - Data Entry Operator II		14.87
01060 - Dispatcher Motor Vehicle		18.62
01070 - Document Preparation Clerk		14.75
01090 - Duplicating Machine Operator		14.75
01111 - General Clerk I		14.07
01112 - General Clerk II		15.36
01113 - General Clerk III		17.24
01120 - Housing Referral Assistant		21.24
01141 - Messenger Courier		13.54
01191 - Order Clerk I		18.00
01192 - Order Clerk II		19.90
01261 - Personnel Assistant (Employment) I		16.76
01262 - Personnel Assistant (Employment) II		18.74
01263 - Personnel Assistant (Employment) III		20.90
01270 - Production Control Clerk		23.21
01290 - Rental Clerk		14.75
01300 - Scheduler Maintenance		17.03
01311 - Secretary I		17.03
01312 - Secretary II		19.04
01313 - Secretary III		21.24



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01320 - Service Order Dispatcher	16.65
01410 - Supply Technician	29.29
01420 - Survey Worker	17.79
01460 - Switchboard Operator/Receptionist	13.02
01531 - Travel Clerk I	14.24
01532 - Travel Clerk II	15.38
01533 - Travel Clerk III	16.44
01611 - Word Processor I	16.18
01612 - Word Processor II	18.17
01613 - Word Processor III	20.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.76
05010 - Automotive Electrician	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Worker	21.96
05110 - Mobile Equipment Servicer	20.23
05130 - Motor Equipment Metal Mechanic	25.96
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.75
07041 - Cook I	11.92
07042 - Cook II	13.84
07070 - Dishwasher	10.37
07130 - Food Service Worker	11.13
07210 - Meat Cutter	12.91
07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.32
09040 - Furniture Handler	11.95
09080 - Furniture Refinisher	17.70
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer Minor	16.82
09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.96
11060 - Elevator Operator	10.66
11090 - Gardener	16.12
11122 - Housekeeping Aide	10.66
11150 - Janitor	10.66
11210 - Laborer Grounds Maintenance	12.12
11240 - Maid or Houseman	9.46
11260 - Pruner	10.83
11270 - Tractor Operator	14.79
11330 - Trail Maintenance Worker	12.12
11360 - Window Cleaner	11.93
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	20.38
12012 - Certified Occupational Therapist Assistant	32.02
12015 - Certified Physical Therapist Assistant	32.91
12020 - Dental Assistant	17.02
12025 - Dental Hygienist	35.52
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76



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12100 - Medical Assistant	15.06
12130 - Medical Laboratory Technician	20.64
12160 - Medical Record Clerk	18.05
12190 - Medical Record Technician	20.18
12195 - Medical Transcriptionist	19.67
12210 - Nuclear Medicine Technologist	37.87
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	16.79
12236 - Optical Technician	16.82
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	15.62
12305 - Radiologic Technologist	29.86
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37
12313 - Registered Nurse II Specialist	38.37
12314 - Registered Nurse III	44.91
12315 - Registered Nurse III Anesthetist	44.91
12316 - Registered Nurse IV	53.84
12317 - Scheduler (Drug and Alcohol Testing)	25.93
12320 - Substance Abuse Treatment Counselor	21.87
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.00
13012 - Exhibits Specialist II	24.77
13013 - Exhibits Specialist III	30.30
13041 - Illustrator I	19.30
13042 - Illustrator II	23.91
13043 - Illustrator III	30.12
13047 - Librarian	29.09
13050 - Library Aide/Clerk	12.75
13054 - Library Information Technology Systems Administrator	26.27
13058 - Library Technician	16.48
13061 - Media Specialist I	18.96
13062 - Media Specialist II	21.20
13063 - Media Specialist III	23.64
13071 - Photographer I	18.96
13072 - Photographer II	21.20
13073 - Photographer III	26.27
13074 - Photographer IV	32.13
13075 - Photographer V	38.87
13090 - Technical Order Library Clerk	16.01
13110 - Video Teleconference Technician	20.24
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.31
14042 - Computer Operator II	19.37
14043 - Computer Operator III	21.59
14044 - Computer Operator IV	24.00
14045 - Computer Operator V	26.57
14071 - Computer Programmer I	(see 1) 26.04
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.31
14160 - Personal Computer Support Technician	24.00
14170 - System Support Specialist	34.32
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.08
15020 - Aircrew Training Devices Instructor (Rated)	40.02
15030 - Air Crew Training Devices Instructor (Pilot)	47.98
15050 - Computer Based Training Specialist / Instructor	33.08

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15060 - Educational Technologist	34.80
15070 - Flight Instructor (Pilot)	47.98
15080 - Graphic Artist	26.72
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.75
15086 - Maintenance Test Pilot Rotary Wing	44.75
15088 - Non-Maintenance Test/Co-Pilot	44.75
15090 - Technical Instructor	27.50
15095 - Technical Instructor/Course Developer	33.64
15110 - Test Proctor	22.20
15120 - Tutor	22.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.12
16030 - Counter Attendant	10.12
16040 - Dry Cleaner	12.99
16070 - Finisher Flatwork Machine	10.12
16090 - Presser Hand	10.12
16110 - Presser Machine Drycleaning	10.12
16130 - Presser Machine Shirts	10.12
16160 - Presser Machine Wearing Apparel Laundry	10.12
16190 - Sewing Machine Operator	13.73
16220 - Tailor	14.78
16250 - Washer Machine	11.09
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.41
19040 - Tool And Die Maker	24.46
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.92
21030 - Material Coordinator	23.21
21040 - Material Expediter	23.21
21050 - Material Handling Laborer	12.50
21071 - Order Filler	12.32
21080 - Production Line Worker (Food Processing)	15.92
21110 - Shipping Packer	15.35
21130 - Shipping/Receiving Clerk	15.35
21140 - Store Worker I	12.50
21150 - Stock Clerk	17.69
21210 - Tools And Parts Attendant	15.92
21410 - Warehouse Specialist	15.92
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.35
23019 - Aircraft Logs and Records Technician	27.09
23021 - Aircraft Mechanic I	32.91
23022 - Aircraft Mechanic II	34.35
23023 - Aircraft Mechanic III	35.83
23040 - Aircraft Mechanic Helper	23.00
23050 - Aircraft Painter	31.11
23060 - Aircraft Servicer	27.09
23070 - Aircraft Survival Flight Equipment Technician	31.11
23080 - Aircraft Worker	29.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.91
23110 - Appliance Mechanic	20.70
23120 - Bicycle Repairer	17.93
23125 - Cable Splicer	29.54
23130 - Carpenter Maintenance	19.71
23140 - Carpet Layer	20.97
23160 - Electrician Maintenance	26.51
23181 - Electronics Technician Maintenance I	25.40
23182 - Electronics Technician Maintenance II	27.16
23183 - Electronics Technician Maintenance III	28.72
23260 - Fabric Worker	19.52
23290 - Fire Alarm System Mechanic	23.32
23310 - Fire Extinguisher Repairer	18.06
23311 - Fuel Distribution System Mechanic	20.96

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23312 - Fuel Distribution System Operator	16.99
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	32.91
23381 - Ground Support Equipment Servicer	27.09
23382 - Ground Support Equipment Worker	29.10
23391 - Gunsmith I	18.06
23392 - Gunsmith II	20.97
23393 - Gunsmith III	23.71
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.62
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.62
23430 - Heavy Equipment Mechanic	23.95
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	25.87
23465 - Laboratory/Shelter Mechanic	22.42
23470 - Laborer	12.50
23510 - Locksmith	22.40
23530 - Machinery Maintenance Mechanic	28.06
23550 - Machinist Maintenance	21.99
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	25.87
23592 - Metrology Technician II	27.01
23593 - Metrology Technician III	28.17
23640 - Millwright	25.67
23710 - Office Appliance Repairer	18.99
23760 - Painter Maintenance	18.99
23790 - Pipefitter Maintenance	27.23
23810 - Plumber Maintenance	25.74
23820 - Pneudraulic Systems Mechanic	23.71
23850 - Rigger	22.83
23870 - Scale Mechanic	20.97
23890 - Sheet-Metal Worker Maintenance	20.32
23910 - Small Engine Mechanic	18.08
23931 - Telecommunications Mechanic I	23.89
23932 - Telecommunications Mechanic II	24.95
23950 - Telephone Lineman	28.07
23960 - Welder Combination Maintenance	23.06
23965 - Well Driller	23.54
23970 - Woodcraft Worker	23.71
23980 - Woodworker	18.06
24000 - Personal Needs Occupations	
24550 - Case Manager	16.68
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	9.21
24620 - Family Readiness And Support Services Coordinator	16.68
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	19.96
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant Operator	19.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	11.89
27008 - Corrections Officer	21.05
27010 - Court Security Officer	23.02
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	21.05
27070 - Firefighter	24.98
27101 - Guard I	11.89
27102 - Guard II	17.90
27131 - Police Officer I	28.75

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27132 - Police Officer II	31.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.35
28042 - Carnival Equipment Repairer	13.46
28043 - Carnival Worker	9.04
28210 - Gate Attendant/Gate Tender	13.90
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	19.12
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	17.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.93
29020 - Hatch Tender	27.93
29030 - Line Handler	27.93
29041 - Stevedore I	26.00
29042 - Stevedore II	29.86
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.14
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.37
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.25
30021 - Archeological Technician I	21.56
30022 - Archeological Technician II	25.47
30023 - Archeological Technician III	30.62
30030 - Cartographic Technician	30.62
30040 - Civil Engineering Technician	30.03
30051 - Cryogenic Technician I	26.94
30052 - Cryogenic Technician II	29.76
30061 - Drafter/CAD Operator I	21.56
30062 - Drafter/CAD Operator II	24.71
30063 - Drafter/CAD Operator III	27.56
30064 - Drafter/CAD Operator IV	33.10
30081 - Engineering Technician I	20.02
30082 - Engineering Technician II	22.48
30083 - Engineering Technician III	25.15
30084 - Engineering Technician IV	31.09
30085 - Engineering Technician V	38.65
30086 - Engineering Technician VI	46.10
30090 - Environmental Technician	29.96
30095 - Evidence Control Specialist	24.33
30210 - Laboratory Technician	30.91
30221 - Latent Fingerprint Technician I	27.52
30222 - Latent Fingerprint Technician II	30.39
30240 - Mathematical Technician	33.68
30361 - Paralegal/Legal Assistant I	22.52
30362 - Paralegal/Legal Assistant II	27.90
30363 - Paralegal/Legal Assistant III	34.12
30364 - Paralegal/Legal Assistant IV	41.27
30375 - Petroleum Supply Specialist	29.76
30390 - Photo-Optics Technician	30.62
30395 - Radiation Control Technician	29.76
30461 - Technical Writer I	23.88
30462 - Technical Writer II	29.20
30463 - Technical Writer III	35.33
30491 - Unexploded Ordnance (UXO) Technician I	26.15
30492 - Unexploded Ordnance (UXO) Technician II	31.64
30493 - Unexploded Ordnance (UXO) Technician III	37.92
30494 - Unexploded (UXO) Safety Escort	26.15
30495 - Unexploded (UXO) Sweep Personnel	26.15
30501 - Weather Forecaster I	29.63
30502 - Weather Forecaster II	36.05
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 27.56
30621 - Weather Observer Senior	(see 2) 30.48
31000 - Transportation/Mobile Equipment Operation Occupations	

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31010 - Airplane Pilot	31.64
31020 - Bus Aide	14.48
31030 - Bus Driver	20.82
31043 - Driver Courier	14.03
31260 - Parking and Lot Attendant	9.79
31290 - Shuttle Bus Driver	15.28
31310 - Taxi Driver	13.64
31361 - Truckdriver Light	15.28
31362 - Truckdriver Medium	18.98
31363 - Truckdriver Heavy	20.32
31364 - Truckdriver Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.43
99030 - Cashier	10.01
99050 - Desk Clerk	11.72
99095 - Embalmer	34.72
99130 - Flight Follower	26.15
99251 - Laboratory Animal Caretaker I	11.59
99252 - Laboratory Animal Caretaker II	12.63
99260 - Marketing Analyst	35.05
99310 - Mortician	34.88
99410 - Pest Controller	17.63
99510 - Photofinishing Worker	16.80
99710 - Recycling Laborer	18.00
99711 - Recycling Specialist	21.97
99730 - Refuse Collector	16.08
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	14.04
99830 - Survey Party Chief	25.50
99831 - Surveying Aide	17.45
99832 - Surveying Technician	22.05
99840 - Vending Machine Attendant	12.77
99841 - Vending Machine Repairer	16.15
99842 - Vending Machine Repairer Helper	12.77

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour or \$167.20 per week or \$724.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks 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: 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 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND 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 re-grading 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.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

\*\* 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 (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). 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(s) and computes a proposed rate(s).



2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) 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 U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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 Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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" should be used to compare job definitions to ensure 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 (See 29 CFR 4.152(c)(1))."

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"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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-5147  
Revision No.: 7  
Date Of Last Revision: 12/26/2018

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Mississippi

Area: Mississippi Counties of Hancock Harrison Jackson

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.61
01013 - Accounting Clerk III		17.46
01020 - Administrative Assistant		20.36
01035 - Court Reporter		17.13
01041 - Customer Service Representative I		11.17
01042 - Customer Service Representative II		12.56
01043 - Customer Service Representative III		13.71
01051 - Data Entry Operator I		12.95
01052 - Data Entry Operator II		14.13
01060 - Dispatcher Motor Vehicle		15.59
01070 - Document Preparation Clerk		13.63
01090 - Duplicating Machine Operator		13.63
01111 - General Clerk I		12.13
01112 - General Clerk II		13.24
01113 - General Clerk III		14.98
01120 - Housing Referral Assistant		19.09
01141 - Messenger Courier		12.39
01191 - Order Clerk I		15.21
01192 - Order Clerk II		16.59
01261 - Personnel Assistant (Employment) I		14.59
01262 - Personnel Assistant (Employment) II		16.32
01263 - Personnel Assistant (Employment) III		18.19
01270 - Production Control Clerk		22.67
01290 - Rental Clerk		10.82
01300 - Scheduler Maintenance		15.31
01311 - Secretary I		15.31
01312 - Secretary II		17.13
01313 - Secretary III		19.09
01320 - Service Order Dispatcher		13.93
01410 - Supply Technician		20.36

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01420 - Survey Worker	13.80
01460 - Switchboard Operator/Receptionist	12.83
01531 - Travel Clerk I	11.65
01532 - Travel Clerk II	12.37
01533 - Travel Clerk III	12.97
01611 - Word Processor I	13.33
01612 - Word Processor II	14.97
01613 - Word Processor III	16.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.73
05010 - Automotive Electrician	17.59
05040 - Automotive Glass Installer	16.90
05070 - Automotive Worker	16.90
05110 - Mobile Equipment Servicer	15.49
05130 - Motor Equipment Metal Mechanic	18.27
05160 - Motor Equipment Metal Worker	16.90
05190 - Motor Vehicle Mechanic	19.39
05220 - Motor Vehicle Mechanic Helper	14.84
05250 - Motor Vehicle Upholstery Worker	16.20
05280 - Motor Vehicle Wrecker	16.90
05310 - Painter Automotive	17.59
05340 - Radiator Repair Specialist	16.90
05370 - Tire Repairer	14.61
05400 - Transmission Repair Specialist	18.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.72
07041 - Cook I	10.34
07042 - Cook II	11.28
07070 - Dishwasher	9.06
07130 - Food Service Worker	9.25
07210 - Meat Cutter	13.89
07260 - Waiter/Waitress	8.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.97
09040 - Furniture Handler	17.25
09080 - Furniture Refinisher	21.97
09090 - Furniture Refinisher Helper	18.55
09110 - Furniture Repairer Minor	20.23
09130 - Upholsterer	21.97
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.24
11060 - Elevator Operator	10.53
11090 - Gardener	14.25
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer Grounds Maintenance	12.24
11240 - Maid or Houseman	9.06
11260 - Pruner	11.59
11270 - Tractor Operator	13.63
11330 - Trail Maintenance Worker	12.24
11360 - Window Cleaner	11.11
12000 - Health Occupations	
12010 - Ambulance Driver	19.34
12011 - Breath Alcohol Technician	17.45
12012 - Certified Occupational Therapist Assistant	23.94
12015 - Certified Physical Therapist Assistant	22.14
12020 - Dental Assistant	17.21
12025 - Dental Hygienist	32.45
12030 - EKG Technician	24.24
12035 - Electroneurodiagnostic Technologist	24.24
12040 - Emergency Medical Technician	19.34
12071 - Licensed Practical Nurse I	15.60
12072 - Licensed Practical Nurse II	17.45
12073 - Licensed Practical Nurse III	19.46
12100 - Medical Assistant	13.73
12130 - Medical Laboratory Technician	18.61

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12160 - Medical Record Clerk	14.88
12190 - Medical Record Technician	16.65
12195 - Medical Transcriptionist	16.16
12210 - Nuclear Medicine Technologist	38.35
12221 - Nursing Assistant I	10.75
12222 - Nursing Assistant II	12.09
12223 - Nursing Assistant III	13.19
12224 - Nursing Assistant IV	14.81
12235 - Optical Dispenser	15.66
12236 - Optical Technician	14.24
12250 - Pharmacy Technician	15.92
12280 - Phlebotomist	15.10
12305 - Radiologic Technologist	24.00
12311 - Registered Nurse I	23.34
12312 - Registered Nurse II	28.55
12313 - Registered Nurse II Specialist	29.92
12314 - Registered Nurse III	34.55
12315 - Registered Nurse III Anesthetist	34.55
12316 - Registered Nurse IV	41.41
12317 - Scheduler (Drug and Alcohol Testing)	21.62
12320 - Substance Abuse Treatment Counselor	14.38
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.15
13012 - Exhibits Specialist II	21.24
13013 - Exhibits Specialist III	25.99
13041 - Illustrator I	17.15
13042 - Illustrator II	21.24
13043 - Illustrator III	25.99
13047 - Librarian	23.53
13050 - Library Aide/Clerk	9.77
13054 - Library Information Technology Systems Administrator	21.24
13058 - Library Technician	15.47
13061 - Media Specialist I	15.33
13062 - Media Specialist II	17.15
13063 - Media Specialist III	19.12
13071 - Photographer I	15.23
13072 - Photographer II	17.04
13073 - Photographer III	21.11
13074 - Photographer IV	25.82
13075 - Photographer V	31.24
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	16.36
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.28
14042 - Computer Operator II	17.09
14043 - Computer Operator III	19.04
14044 - Computer Operator IV	21.16
14045 - Computer Operator V	23.44
14071 - Computer Programmer I	(see 1) 20.43
14072 - Computer Programmer II	(see 1) 25.30
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.28
14160 - Personal Computer Support Technician	21.16
14170 - System Support Specialist	22.20
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.47
15020 - Aircrew Training Devices Instructor (Rated)	34.44
15030 - Air Crew Training Devices Instructor (Pilot)	41.28
15050 - Computer Based Training Specialist / Instructor	28.47
15060 - Educational Technologist	34.22
15070 - Flight Instructor (Pilot)	41.28

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15080 - Graphic Artist	19.42
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.28
15086 - Maintenance Test Pilot Rotary Wing	41.28
15088 - Non-Maintenance Test/Co-Pilot	41.28
15090 - Technical Instructor	24.12
15095 - Technical Instructor/Course Developer	29.50
15110 - Test Proctor	19.47
15120 - Tutor	19.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.70
16030 - Counter Attendant	9.70
16040 - Dry Cleaner	11.23
16070 - Finisher Flatwork Machine	9.70
16090 - Presser Hand	9.70
16110 - Presser Machine Drycleaning	9.70
16130 - Presser Machine Shirts	9.70
16160 - Presser Machine Wearing Apparel Laundry	9.70
16190 - Sewing Machine Operator	11.89
16220 - Tailor	12.60
16250 - Washer Machine	10.13
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.02
19040 - Tool And Die Maker	26.05
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.73
21030 - Material Coordinator	22.67
21040 - Material Expediter	22.67
21050 - Material Handling Laborer	12.97
21071 - Order Filler	12.75
21080 - Production Line Worker (Food Processing)	17.73
21110 - Shipping Packer	15.15
21130 - Shipping/Receiving Clerk	15.15
21140 - Store Worker I	15.05
21150 - Stock Clerk	17.85
21210 - Tools And Parts Attendant	17.73
21410 - Warehouse Specialist	17.73
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.90
23019 - Aircraft Logs and Records Technician	26.71
23021 - Aircraft Mechanic I	29.87
23022 - Aircraft Mechanic II	30.90
23023 - Aircraft Mechanic III	31.79
23040 - Aircraft Mechanic Helper	24.50
23050 - Aircraft Painter	28.87
23060 - Aircraft Servicer	26.71
23070 - Aircraft Survival Flight Equipment Technician	28.87
23080 - Aircraft Worker	27.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.87
23110 - Appliance Mechanic	23.02
23120 - Bicycle Repairer	16.46
23125 - Cable Splicer	29.12
23130 - Carpenter Maintenance	21.46
23140 - Carpet Layer	19.65
23160 - Electrician Maintenance	26.29
23181 - Electronics Technician Maintenance I	27.59
23182 - Electronics Technician Maintenance II	28.61
23183 - Electronics Technician Maintenance III	29.61
23260 - Fabric Worker	21.31
23290 - Fire Alarm System Mechanic	24.31
23310 - Fire Extinguisher Repairer	20.42
23311 - Fuel Distribution System Mechanic	24.79
23312 - Fuel Distribution System Operator	20.42
23370 - General Maintenance Worker	15.83

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23380 - Ground Support Equipment Mechanic	29.87
23381 - Ground Support Equipment Servicer	26.71
23382 - Ground Support Equipment Worker	27.84
23391 - Gunsmith I	20.42
23392 - Gunsmith II	22.20
23393 - Gunsmith III	24.09
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.21
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.90
23430 - Heavy Equipment Mechanic	25.01
23440 - Heavy Equipment Operator	19.39
23460 - Instrument Mechanic	24.09
23465 - Laboratory/Shelter Mechanic	23.02
23470 - Laborer	12.97
23510 - Locksmith	22.04
23530 - Machinery Maintenance Mechanic	24.45
23550 - Machinist Maintenance	24.83
23580 - Maintenance Trades Helper	18.41
23591 - Metrology Technician I	24.09
23592 - Metrology Technician II	24.92
23593 - Metrology Technician III	25.65
23640 - Millwright	23.98
23710 - Office Appliance Repairer	18.39
23760 - Painter Maintenance	16.93
23790 - Pipefitter Maintenance	24.59
23810 - Plumber Maintenance	23.16
23820 - Pneudraulic Systems Mechanic	24.09
23850 - Rigger	21.62
23870 - Scale Mechanic	22.20
23890 - Sheet-Metal Worker Maintenance	23.82
23910 - Small Engine Mechanic	14.64
23931 - Telecommunications Mechanic I	25.19
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	22.77
23960 - Welder Combination Maintenance	23.39
23965 - Well Driller	23.82
23970 - Woodcraft Worker	24.09
23980 - Woodworker	20.66
24000 - Personal Needs Occupations	
24550 - Case Manager	15.82
24570 - Child Care Attendant	10.21
24580 - Child Care Center Clerk	12.74
24610 - Chore Aide	11.01
24620 - Family Readiness And Support Services Coordinator	15.82
24630 - Homemaker	15.82
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.82
25040 - Sewage Plant Operator	18.25
25070 - Stationary Engineer	23.82
25190 - Ventilation Equipment Tender	19.54
25210 - Water Treatment Plant Operator	18.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.14
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	13.25
27010 - Court Security Officer	16.80
27030 - Detection Dog Handler	15.38
27040 - Detention Officer	13.25
27070 - Firefighter	18.47
27101 - Guard I	12.58
27102 - Guard II	15.38
27131 - Police Officer I	19.07
27132 - Police Officer II	21.19
28000 - Recreation Occupations	

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28041 - Carnival Equipment Operator	11.41
28042 - Carnival Equipment Repairer	12.75
28043 - Carnival Worker	9.71
28210 - Gate Attendant/Gate Tender	14.28
28310 - Lifeguard	12.71
28350 - Park Attendant (Aide)	15.97
28510 - Recreation Aide/Health Facility Attendant	11.66
28515 - Recreation Specialist	19.77
28630 - Sports Official	12.72
28690 - Swimming Pool Operator	17.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.83
29020 - Hatch Tender	25.83
29030 - Line Handler	25.83
29041 - Stevedore I	24.79
29042 - Stevedore II	26.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.15
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.30
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	28.97
30021 - Archeological Technician I	18.63
30022 - Archeological Technician II	21.06
30023 - Archeological Technician III	24.82
30030 - Cartographic Technician	26.10
30040 - Civil Engineering Technician	19.42
30051 - Cryogenic Technician I	23.44
30052 - Cryogenic Technician II	25.89
30061 - Drafter/CAD Operator I	18.63
30062 - Drafter/CAD Operator II	21.06
30063 - Drafter/CAD Operator III	23.45
30064 - Drafter/CAD Operator IV	28.86
30081 - Engineering Technician I	16.25
30082 - Engineering Technician II	18.24
30083 - Engineering Technician III	20.44
30084 - Engineering Technician IV	25.28
30085 - Engineering Technician V	31.68
30086 - Engineering Technician VI	37.41
30090 - Environmental Technician	23.70
30095 - Evidence Control Specialist	21.16
30210 - Laboratory Technician	22.63
30221 - Latent Fingerprint Technician I	23.44
30222 - Latent Fingerprint Technician II	25.89
30240 - Mathematical Technician	25.12
30361 - Paralegal/Legal Assistant I	17.66
30362 - Paralegal/Legal Assistant II	21.88
30363 - Paralegal/Legal Assistant III	26.76
30364 - Paralegal/Legal Assistant IV	32.38
30375 - Petroleum Supply Specialist	25.89
30390 - Photo-Optics Technician	25.12
30395 - Radiation Control Technician	25.89
30461 - Technical Writer I	25.82
30462 - Technical Writer II	28.04
30463 - Technical Writer III	33.93
30491 - Unexploded Ordnance (UXO) Technician I	24.24
30492 - Unexploded Ordnance (UXO) Technician II	29.33
30493 - Unexploded Ordnance (UXO) Technician III	35.16
30494 - Unexploded (UXO) Safety Escort	24.24
30495 - Unexploded (UXO) Sweep Personnel	24.24
30501 - Weather Forecaster I	28.86
30502 - Weather Forecaster II	35.10
30620 - Weather Observer Combined Upper Air Or (see 2)	23.45
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.12
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.33
31020 - Bus Aide	11.48



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31030 - Bus Driver	14.48
31043 - Driver Courier	12.93
31260 - Parking and Lot Attendant	9.08
31290 - Shuttle Bus Driver	13.52
31310 - Taxi Driver	10.45
31361 - Truckdriver Light	13.52
31362 - Truckdriver Medium	15.35
31363 - Truckdriver Heavy	18.33
31364 - Truckdriver Tractor-Trailer	18.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.30
99030 - Cashier	9.11
99050 - Desk Clerk	10.33
99095 - Embalmer	24.24
99130 - Flight Follower	24.24
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	13.95
99260 - Marketing Analyst	23.73
99310 - Mortician	24.24
99410 - Pest Controller	17.03
99510 - Photofinishing Worker	12.74
99710 - Recycling Laborer	16.19
99711 - Recycling Specialist	17.97
99730 - Refuse Collector	14.81
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	16.24
99830 - Survey Party Chief	21.95
99831 - Surveying Aide	14.52
99832 - Surveying Technician	19.94
99840 - Vending Machine Attendant	15.35
99841 - Vending Machine Repairer	17.44
99842 - Vending Machine Repairer Helper	14.95

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month



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HEALTH & WELFARE EO 13706: \$4.18 per hour or \$167.20 per week or \$724.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks 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: 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 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or

modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND 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 re-grading 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.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

\*\* 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 (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). 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(s) and computes a proposed rate(s).

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) 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 U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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 Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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" should be used to compare job definitions to ensure 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 (See 29 CFR 4.152(c)(1))."